PRIDE@WORK
Lesbian, Gay, Bisexual, and
Transgender Labor and our Allies

ROCHESTER
FINGER LAKES CHAPTER

HOW TO BE AN ALLY FOR LESBIAN, GAY, BISEXUAL AND TRANSGENDER (LGBT) UNION MEMBERS

***Ally*—** *Someone who advocates for and supports members of a community other than their own. Reaching across differences to achieve mutual goals.*

What is LGBT?

Lesbian—a woman whose primary romantic, emotional, physical and sexual attractions are to other women.

Gay—a man whose primary romantic, emotional, physical and sexual attractions are to other men. In some contexts the term may be used to refer to lesbians as part of the wider community.

Bisexual—a person who has significant romantic, emotional, physical and/or sexual attractions to members of both sexes.

Transgender—used both as an umbrella term and as an identity. Broadly it refers to anyone who does not identify with his or her assigned gender. As an identity the term refers to anyone who varies from the social conventions of the traditional sex and gender characteristics and/or expectations.

Pride at Work AFL-CIO
Rochester
Finger Lakes Chapter

National Pride At Work is affiliated as a constituency group of the AFL-CIO (American Federation of Labor & Congress of Industrial Organizations).

The purpose of Pride At Work is to mobilize mutual support between the organized labor movement and the LGBT (Lesbian, Gay, Bisexual, Transgender) Community around organizing for social and economic justice.

Membership is open to all regardless of union status or sexual orientation.

How can I join?

Individual membership is $25.00 a year, though membership is not refused based on ability to pay. Organizational memberships are $100.00 annually. Contact Bess Watts or email besswhat@gmail.com for more information. Checks made out to RFL Pride at Work can be sent to 167 Flanders St. c/o FSW, Rochester, NY 14619.

Web

Learn more about LGBT issues & legislation at:

www.prideatwork.org - Pride at Work
www.gayalliance.org - Gay Alliance of Genesee Valley
www.prideagenda.org - Empire State Pride Agenda
www.hrc.org - Human Rights Campaign
www.PFLAG.org - Parents, family, friends of lesbians & gays

www.joemygod.blogspot.com
www.gay.americablog.com
www.prideatwork.blogspot.com

EDUCATE YOURSELF

- Read about LGBT issues and terminology.
- Attend LGBT events and trainings.
- Talk to LGBT people about the issues that affect their life and work.

BE A ROLE MODEL

- Don't assume everyone is heterosexual.
- Don't assume you don't know anyone who is transgender.
- Notice your heterosexist language and change it. For example, use "partner' or "significant other" instead of boyfriend/husband and girlfriend/wife if you don't know relationship status for certain.
- Be supportive of people with non-traditional gender expression.
- Be sensitive to language that is offensive to the LGBT community and avoid use of it.

SPEAK OUT

- Challenge homophobia, transphobia and heterosexist jokes and comments from others.
- Wear a supportive symbol or pin and tell people why.

Straight
but not
narrow

GET ACTIVE

- Write letters to local, state and national legislators
  supporting the inclusion of LGBT people in anti-discrimination ordinances.
- Join LGBT groups such as Pride At Work or PFLAG (Parents, family and friends of lesbians and gays). Most groups welcome allies.
- Endorse & support candidates who fully embrace LGBT and all minority inclusion. Encourage others to do the same.
- Negotiate non-discrimination policies, domestic partner benefits and other inclusive language into all collective bargaining agreements.
- Initiate LGBT educational opportunities in the workplace and at union events.

Use the Best Terminology:

Offensive: "homosexual" (n. or adj.)
Preferred: "gay" (adj.); "gay man" or "lesbian" (n.)
Please use "lesbian" or "gay man" to describe people attracted to members of the same sex. Because of the clinical history of the word "homosexual," it has been adopted by anti-gay extremists to suggest that lesbians and gay men are somehow diseased or psychologically/emotionally disordered — notions discredited by both the American Psychological Association and the American Psychiatric Association in the 1970s.

Offensive: "sexual preference"
Preferred: "sexual orientation"
The term "sexual preference" is typically used to suggest that being lesbian, gay or bisexual is a choice and therefore can and should be "cured." *Sexual orientation* is the accurate description of an individual's enduring physical, romantic, emotional and/or spiritual attraction to members of the same and/or opposite sex and is inclusive of lesbians, gay men, bisexuals and heterosexual or straight men and women.

Offensive: "gay lifestyle" or "homosexual lifestyle"
Preferred: "lesbian," "gay," "bisexual"
The terms lesbian, gay, bisexual or heterosexual define sexual identities...not lifestyle 'choices'. The phrase "gay lifestyle" is used to denigrate lesbians and gay men, suggesting that their sexual orientation is a misguided choice and therefore can and should be "cured".

Offensive: "gay agenda" or "homosexual agenda"
Preferred: "lesbian and gay civil rights movement" or "lesbian and gay movement"
Lesbian, gay, bisexual and transgender (LGBT) people are as diverse in our political beliefs as other communities. Our commitment to equal rights is one we share with civil rights advocates who are not necessarily LGBT. "Lesbian and gay civil rights movement" accurately describes the historical efforts, by gay and straight people alike, to achieve understanding and equal treatment for LGBT people.

Source: http://www.glaad.org/page.aspx?pid=377

Join your Pride at Work
AFL-CIO local chapter.

UNITED GRAPHIC ARTS
TRADES 44 COUNCIL
UNITED STATES of AMERICA

Feb 09

Pride at Work AFL-CIO
Rochester Finger Lakes Chapter
CSEA Report

Out and Organizing

This has been a busy year so far for Pride at Work:

- In January we pulled together our annual report for 2008 (copies available upon request)
- We created our 2009 strategic plan and budget.
- . We welcomed community outreach coordinator Fareed Michelen from the New York State AFL-CIO on February 5th. We talked about how best he can support our chapter of Pride at Work.
- Our members presented at the Gay Alliance of Genesee Valley (GAGV) Campus Out Conference on February 7th – this included about 150 college students from around our area.
- We co-hosted the 'Have a Heart' for Marriage Equality March down Park Avenue and the "Family and Friends" Valentines Day Dance on February 14th.
- Our column on the Plaza boycott and Employee Free Choice act was published in the Empty Closet's February issue.
- We have been collecting signature cards for the Fair Share Tax Reform Plan.
- We submitted a column on the Fair Share Tax Reform to the Empty Closet for the March issue.
- We are busy making signs and recruiting attendees for the March 5 Rally at the Liberty Pole to rally in support of the Fair Share Tax Reform. We had several college students at our house helping with the sign making – we have over 90 signs so far…
- We continue to speak at the Monroe County Legislature advocating for Domestic Partner benefits for all county employees on a monthly basis.
- We will host our first Recognition Dinner on April 2 presenting 'True Colors' awards to supporters of GLBT labor. Location to be determined.
- We are preparing for our annual Post Office Tax Day protest for Marriage Equality on April 15.

Meetings are the first Tuesday of the month; contact Bess Watts at besswhat@gmail.com for more information.

Pride at Work AFL-CIO
Rochester Finger Lakes Chapter
Report
March 12, 2009

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- We co-hosted the 'Have a Heart' for Marriage Equality March down Park Avenue and the "Family and Friends" Valentines Day Dance on February 14th.

- Our column on the Fair Share Tax Reform "Frogs in a Slow Boil" was published in the Empty Closet's March issue.

- We provided over 100 signs and recruiting attendees for the March 5 Rally at the Liberty Pole to rally in support of the Fair Share Tax Reform. We had several college students at our house helping with the sign making.

- We provided over 20 signs to the Wheatland-Chili units struggling to secure a contract after 600 days for the rally in Johnson Park, Spencerport. Several of our members attended the rally.

- Attended the town hall meeting with Governor Paterson at the convention center.

- Continue to educate and disseminate information on the Employee Free Choice Act. Pride at Work has produced a great handout educating our members. (attached)

- We continue to speak at the Monroe County Legislature advocating for Domestic Partner benefits for all county employees on a monthly basis.

- We will host our first "True Colors" Recognition Dinner on April 2 honoring Jim Bertolone as our Award recipient for his support of GLBT labor. Cost is $25.00 per person with Key Note Speaker Assembly woman Susan John. Flyers on the table in back.

- We are preparing for our annual Post Office Tax Day protest for Marriage Equality on April 15, 4:30-6:00 at the Main Post office on Jefferson Ave in Henrietta, All are welcome to join us to raise awareness on the need for tax fairness and equality for gay and lesbian couples.

- Save the date of May 9th for Union Certification Training for inclusive GLBT contract language.

Meetings are the first Thursday of each month; contact Bess Watts (besswhat@gmail.com) or call 585-426-0862 for more information. http://www.prideatwork.blogspot.com/

Pride at Work AFL-CIO
Rochester Finger Lakes Chapter
Report
April 9, 2009

- March 19th Bess Watts traveled to CSEA Region 5 in Syracuse to speak with the Human Rights Committee on the importance of gay, lesbian, bisexual and transgender worker rights. While there the Human Rights Committee voted on presenting a marriage equality resolution for the next ADM.

- March 27th, presented on "Elizabeth Gurley Flynn" for the workshop "Rebel Women: Nurturing your radical self" along with Rosemarie McKinney & Linda Donahue sponsored by Cornell Labor Studies.

- April 2nd "True Colors" Recognition Dinner was success with close to 100 people attending. Thank you – there is no better community than the labor community. Reverend Mother says hello. Since (or because of the dinner), Iowa and Vermont now allow marriage for same sex couples. Iowa through the courts, Vermont through the legislature.

- April 4th – Pride at Work presented a session at NYSUT for the Rochester Teachers' Association (RTA) "Future Leaders" class on "Communicating a Positive Public Image through Community Coalitions."

- Tuesday, April 14th - Pride at Work will speak at the Monroe County Legislature advocating for Domestic Partner benefits for all county employees.

- Wednesday, April 15th - Will be our annual Post Office Tax Day protest for Marriage Equality from 4:30-6:00 at the Main Post office on Jefferson Ave in Henrietta; All are welcome to join us to raise awareness on the need for tax fairness and equity that comes with access to civil marriage. Discrimination is taxing.

- Tuesday, April 28th – Equality & Justice Day in Albany. Annual lobby day in Albany to speak to representative's about equity issues for GLBT families.

- Saturday, May 9th 9:30 – 3:30 - Union Certification Training for inclusive GLBT contract language. Contact Bess Watts for more information or see the brochure on the table.

Meetings are the first Thursday of each month; contact Bess Watts (besswhat@gmail.com) or call 585-426-0862 for more information. http://www.prideatwork.blogspot.com/

PRIDE AT WORK
ROCHESTER FINGER LAKES
AFL-CIO

Out
and
Organizing

Pride at Work AFL-CIO
Rochester Finger Lakes Chapter
Report
April 28, 2009

- March 19th Bess Watts traveled to CSEA Region 5 in Syracuse to speak with the Human Rights Committee on the importance of gay, lesbian, bisexual and transgender worker rights. While there the Human Rights Committee voted on presenting a marriage equality resolution for the next ADM.

- March 27th, presented on "Elizabeth Gurley Flynn" for the workshop "Rebel Women: Nurturing your radical self" along with Rosemarie McKinney & Linda Donahue sponsored by Cornell Labor Studies.

- April 2nd "True Colors" Recognition Dinner was a huge success with close to 100 people attending. We honored Jim Bertolone for his support as well as creating an environment of inclusion. We presented him with a kaleidoscope, several CSEA members attended, thank you.

- April 4th – Pride at Work President Bess Watts presented a session at NYSUT for the Rochester Teachers' Association (RTA) "Future Leaders" class on "Communicating a Positive Public Image through Community Coalitions."

- Wednesday, April 15th - We had our annual Post Office Tax Day protest for Marriage Equality from 4:30-6:00 at the Main Post office on Jefferson Ave in Henrietta. Close to 40 people showed up to demonstrate and raise awareness on taxation discrimination.

- Tuesday, April 28th – Equality & Justice Day in Albany. Annual lobby day in Albany to speak to representative's about equity issues for GLBT families.

- Saturday, May 9th 9:30 – 3:30 - Union Certification Training for inclusive GLBT contract language to be held at the Region 6 Satellite office in Rochester. Please see flyer for more details.

Meetings are the first Thursday of each month; contact Bess Watts (besswhat@gmail.com) or call 585-426-0862 for more information. http://www.prideatwork.blogspot.com/

PRIDE AT WORK
ROCHESTER FINGER LAKES
AFL-CIO

Out and Organizing

PRIDE AT WORK
ROCHESTER FINGER LAKES
AFL–CIO
Out and Organizing

Pride at Work AFL-CIO
Rochester Finger Lakes Chapter
Report
May 14, 2009

- Wednesday, April 15th - Our annual Post Office Tax Day protest for Marriage Equality at the Main Post office on Jefferson Ave in Henrietta; Over 30 people demonstrated on the needs for tax equity for gay and lesbian families.

MY FAMILY MATTERS TOO
WE NEED MARRIAGE PROTECTIONS
I DO... DEMAND EQUALITY
PRIDE AT WORK

- Tuesday, April 28th – Over 2,000 people attended Equality & Justice Day in Albany which is an annual lobby day in Albany to speak to representative's about equity issues for GLBT families. We provided over 100 signs for anyone to pick and choose from.

PROUD GLBT LABOR
PRIDE AT WO
ALL FAMILIES DESERVE

- Saturday, May 9th - 18 people attended Union Certification Training for inclusive GLBT contract language – rave reviews from everyone who attended.

Meetings are the first Thursday of each month; contact Bess Watts (besswhat@gmail.com) or call 585-426-0862 for more information. http://www.prideatwork.blogspot.com/

PRIDE AT WORK - ROCHESTER FINGER LAKES
RLC REPORT
SEPTEMBER 10, 2009

- ✓ Jeremy Bishop the Executive Director of Pride at Work is leaving to work with the Obama Administration within the Department of Labor. His position will be Special Assistant with the Department of Public Engagement.
- ✓ Empty Closet opinion published in Sept 2009 Issue (see table for handout)
- ✓ Labor Day Parade float – Theme "Employee Free Choice"

PRIDE AT WORK
SUPPORT EMPLOYEE FREE CHOICE
MARRIAGE EQUALITY ADVOCACY
HEALTH CA… FOR ALL FAMILIES
PRIDE AT WORK AFL-CIO
PROUD GLBT
OVERTIME PAY
THE LEGACY OF WORKER CHOICE!
PRIDE AT WORK
PENSIONS
JOB SAFETY + HEALTH
PAID VACATION
CHILD LABOR LAWS
40 HOUR WEEK
RETIREMENT

Upcoming events:

Continuing to lobby for marriage equality legislation in New York State

Pride at Work meeting October 1st, 167 Flanders Street @ 5:30.

Equality March in Washington D.C. October 10-11, 2009

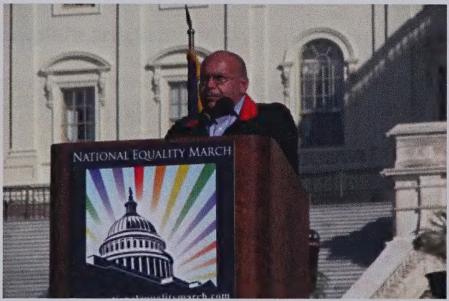
PRIDE AT WORK - ROCHESTER FINGER LAKES

RLC REPORT

November 12, 2009

October 10 – 11th – National Equality March in Washington DC - Among the keynote speakers were Julian Bond, Sherry Wolf, Lady Gaga, Judy Sheppard, David Mixner and Stuart Applebaum President of the Retail, Wholesale and Department Store Union – See Empty Closet. "Full protections under the law, no more no less".

EQUALITY★ACROSS★AMERICA



Pride at Work participated in 3 Labor walks

We are collectively angry and hurt about the Maine vote, civil disobedience will probably be next. Civil rights should not be determined by a vote.

Please write, call or phone your senator to support marriage equality in New York. We know where Senator Maziarz stands in his response to Anne's question on Marriage: http://www.youtube.com/watch?v=tuWJ6LQ9R4U

Next meeting will be social hour at our house, date to be determined. To join Pride at Work please contact Bess Watts at besswhat@gmail.com or call 585-426-0862.

PRIDE AT WORK - ROCHESTER FINGER LAKES

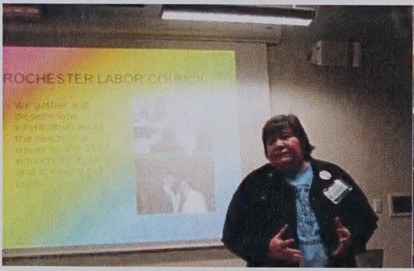
RLC REPORT
MARCH 11, 2010

✓ February 6 – Pride at Work took photos and donated items for the **Red Ball Dance** to support the Gay Alliance and our community.

✓ February 20th – **The Civil Rights Front Presents: Out of the Closet and Into the Streets!**
We presented a workshop on Labor and the LGBT Movement at RIT. Sherry Wolf, author of "Sexuality and Socialism: History, Politics and Theory of LGBT Liberation" mentioned Pride at Work in her column at Socialistworker.org

> ...Bess Watts, president of the Rochester chapter of Pride at Work, the AFL-CIO's LGBT caucus, described her political orientation this way: "I'm an accidental activist."
>
> Watts got involved in political organizing as a result of being denied domestic partnership benefits at work. Today, she mobilizes around a host of left-wing causes and reads progressive literature and Web sites.
>
> The passage of California's anti-gay marriage Prop 8 in 2008 propelled hundreds of thousands of people like Bess into the streets, most for the first time. Many thousands continue to agitate around a broader set of demands, including full federal equality.

See the complete article at: http://socialistworker.org/2010/03/10/accidental-activists



✓ March 9 - We rallied in solidarity with the Federation of Social Workers and CSEA in support of a fair contract.

PRIDE AT WORK
AFL-CIO

NEGOTIATE... DON'T MANIPULATE
COUNTY WORKERS DESERVE RESPECT
CSEA
PRIDE AT WORK
AFL-CIO

✓

Upcoming events: March 19th – 5 – 8 at Mex **HAPPY HOUR** – (See Flyer). Hope to see you there!

For more information about Pride at Work – please email besswhat@gmail.com or call 426-0862.

PRIDE AT WORK - ROCHESTER FINGER LAKES

RLC REPORT

April 8, 2010

March 19th – Pride at Work Happy Hour at Mex was a huge success with representatives from the Federation of Social Workers, NYSUT, PEF, SEIU, UUP and more… Thank you for supporting Pride at Work.

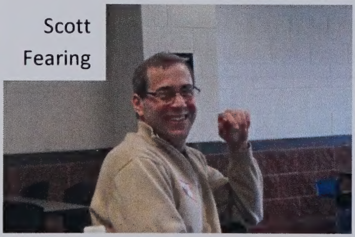
I AM NOT YOUR ATM
JOBS
MAIN ST
1199
SEIU

Bank of America
Main St NOT Wall St
I AM NOT YOUR ATM
JOBS
Main St

March 23rd – Members of Pride at Work attended the Rally and Speeches Telling Wall Street Banks to Pay

March 24th - As part of the GLBT Health Awareness month Pride at Work co-sponsored the Nearlywed Game at the Gay Alliance with EqualityROC and Marriage Equality New York (MENY) special Guest Ron Zacchi.

March 27th – RGVALF Annual Meeting – Scott Fearing from the Gay Alliance spoke on the importance of being a straight ally for the gay, lesbian, bisexual and transgender (GLBT) community.



Scott Fearing

Congressman Maffei & Rick Sanchez chat at the annual meeting.

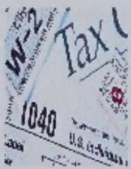
Please pick up a brochure and join Pride at Work or email Bess Watts at besswhat@gmail.com or call 426-0862. Save the date: April 15th Unhappy Hour - See flyer.

W-2
Tax
1040
U.S. Individual
W-2
Tax
1040
U.S. Individual

Unfair Gay Tax Day Rally & Unhappy Hour

Thursday April 15

4:30-5:30pm **Rally at Federal Building 100 State St.**
5:30-8:00pm **Food & drink specials - 140 Alex Bar & Grill**
(formerly Nasty D's, 140 Alexander Street)



This lively event will consist of a short rally at the Federal Building on State Street followed by an "enthusiastic" gathering at 140 Alex Bar and Grill. Send a message that tax discrimination must end for same-sex families, learn what is being done to fix this injustice and then join us for some fun.

Per Bess Watts of Pride at Work: "The federal government may not be willing to provide tax equity to same-sex couples but the new owners of 140 Alex are more than willing to provide food and drink specials aptly named a Loophole, the Exemption and a Big Refund…they have my vote."

Sponsored by EqualityROC and Pride at Work Rochester AFL-CIO.
For information email EqualityROC@gmail.com or (585) 426-0862

PRIDE AT WORK - ROCHESTER FINGER LAKES

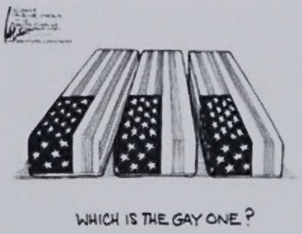
RLC REPORT

June 10, 1020

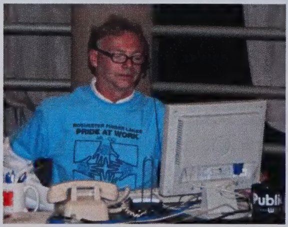
- ✓ May 13 – Pride at Work won the award for the “Most Creative Float” for our Labor Day entry at the Rochester Labor Council’s Annual Delegates dinner.
- ✓ May 19 – Co-sponsored the showing of “**The Times of Harvey Milk**” at the Gay Alliance.
- ✓ May 22 – Pride at Work & Next Generation United members participated in the “**Linked by Love**” Visibility Mall walk sponsored by Equality Rochester (EROC). Families, friends and allies along with gay, lesbian, bisexual and transgender folks strolled hand in hand through Marketplace Mall. This was in part to celebrate Harvey Milk’s birthday. Harvey was a strong advocate for coming out and being visible and an equally strong advocate for Labor.

Linked ♥ by ♥ Love
All
Families
Matter
=
Support ♥ Marriage ♥ Equality

- ✓ May 27 – Bess Watts & Anne Tischer were interviewed by YNN. Bess spoke in her capacity as a U.S. Army Veteran about “**Don’t Ask Don’t Tell**” and the consequences of being forced into the closet. The interview aired over **Memorial Day** Weekend and a copy of the report is attached.


WHICH IS THE GAY ONE?

- ✓ June 9 - Pride at Work volunteered for **WXXI** for their membership drive. A great way for community visibility!



ONCE IN A LIFETIME OPPORTUNITY:

Never walked in a **Gay Pride Parade** before? Now is the chance for LABOR to come out and celebrate with the GLBT community. **Join Pride at Work** as we march in the Parade on **July 17th** – it will be fun! For information contact Bess at besswhat@gmail.com or call 426-0862. Also, become a fan of PAW on **Facebook!**

PRIDE AT WORK - ROCHESTER FINGER LAKES

RLC REPORT

August 9, 2010

✓ **May 23rd (beginning of strike) to present** – Continuing to support the Mott's Strikers by providing signs, food, money and conversation as well as marching with Pride at Work in the Gay Pride Parade. We won the Stonewall award with a cash prize of $250.00 – we voted to split the winnings with Mott's.

LABOR UNIONS
SOMETHING IS ROTTEN AT MOTTS
DR PEPPER SNAPPLE - RECORD PROFIT BUT SLASH BENEFITS AND PAY
MOTTS WORKERS ON STRIKE FOR FAIRNESS
WWW.MOTTSWORKERS.ORG
RWDSU
MARRIAGE EQUALITY
40 HOUR WEEK
RETIREMENT BENEFITS
LOOKING OUT FOR YOU

LABOR UNIONS
SOMETHING IS ROTTEN AT MOTTS
MARRIAGE EQUALITY
RWDSU
SEIU

Our sisters and brothers joining Pride at Work to march in the Annual Gay Pride Parade on July 17th

✓ **July 13 & July 28th** – Pride at Work attended the strategic planning sessions on "One Nation" March scheduled for 10-2-10.

✓ **July 15** – Gay Pride Week Bess Watts & Anne Tischer participated on the discussion panel about the documentary **Prop 8: The Mormon Proposition** at the Cinema Theatre

✓ **July 17–** Gay Pride Parade – major participation from labor and RWSDU Local 220 who distributed over 1000 leaflets.

FULL MARRIAGE EQUALITY NOW!
FULL LGBT EQUALITY NOTHING
COMING SOON: MARRIAGE EQUALITY
GAY RIGHTS ARE CIVIL RIGHTS
CIVIL RIGHTS
MARRIAGE: A CIVIL

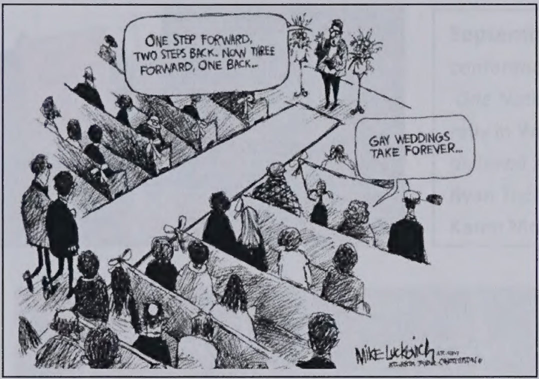
✓ **August 4** – Prop 8 declared unconstitutional by Judge Walker. "Proposition 8 fails to advance any rational basis in singling out gay men and lesbians for denial of a marriage license. Indeed the evidence shows Proposition 8 does nothing more than enshrine in the California constitution the notion that opposite sex couples are superior to same sex couples." Pride at Work celebrated by attending a rally and providing signs.

✓ **August 5** – We voted to endorse the "One Nation" march in Washington DC – also articles were published in the Empty Closet as well as a Press Release about the Gay Pride Parade. (Attached)

PRIDE AT WORK - ROCHESTER FINGER LAKES

RLC REPORT

September 9, 2010


ONE STEP FORWARD, TWO STEPS BACK. NOW THREE FORWARD, ONE BACK...
GAY WEDDINGS TAKE FOREVER...
MIKE LUCKOVICH

SOMETHING IS ROTTEN AT MOTTS
RWDSU
UFCW
DR PEPPER SNAPPLE - RECORD PROFITS BUT SLASH BENEFITS AND PAY
MOTT'S WORKERS ON STRIKE FOR FAIRNESS
www.mottsworkers.org

Mott's Strikers and supporters in the Gay Pride Parade on July 17th

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August 17 - Senator Gillibrand speaks with labor. Gillibrand has been a champion for Gay, Lesbian, Bisexual and Transgender rights

Pride at Work members Ryan & Dawn

September 6 – Pride at Work members joined CSEA in the Labor Day Parade to help celebrate CSEA's 100th Anniversary and to show solidarity

✓ **September 1 - Bereavement leave** for same-sex couples signed by governor (A-2563a/S6177a*)* prevents employers who extend funeral or bereavement leave to an employee for the death of a spouse, child, parent or other relative from denying the same leave for the death of an employee's same-sex committed partner. The new law defines same-sex committed partners as those who are financially and emotionally interdependent in a manner commonly presumed of spouses.

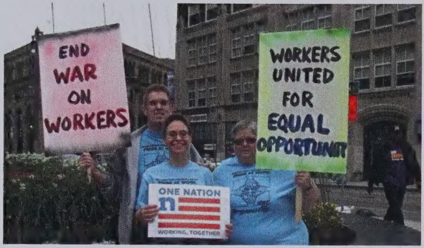
✓ **September 8 - The Dignity for All Students Act** was signed by the Governor which prohibits and combats bullying and discrimination in public schools, including bias harassment based on traits like race, ethnicity, religion, disability, sexual orientation, and gender identity and expression. It requires teacher training on how to discourage incidents of bias harassment, inclusion of discrimination and harassment awareness in students' civility and character education and the reporting of bias incidents to the State Education Department.

Save the date – September 26th the Marriage Equality New York March in Rochester, New York City, Utica, Buffalo and Albany. http://www.meny.us/march.php *- Next PAW meeting – SEPT 16th 5:30 – 167 Flanders Street*

PRIDE AT WORK - ROCHESTER FINGER LAKES

RLC REPORT

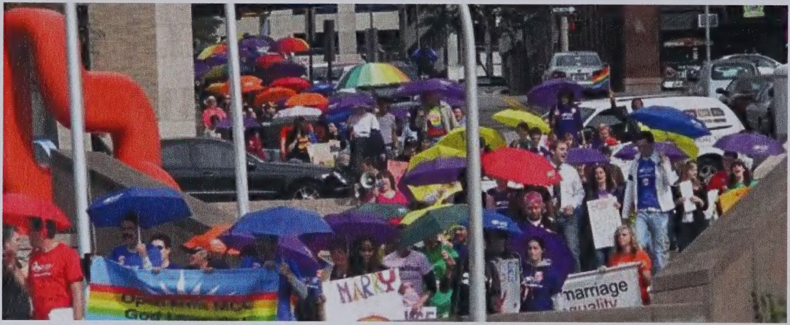
October 14, 2010


END WAR ON WORKERS
WORKERS UNITED FOR EQUAL OPPORTUNITY
ONE NATION
WORKING TOGETHER

September 17th – Press conference announcing the *One Nation Working Together* rally in Washington DC – pictured are PAW members Ryan Tucker, Dawn Lepard & Karen Monast

PRIDE@WORK

Lesbian, Gay, Bisexual, and Transgender Labor and our Allies

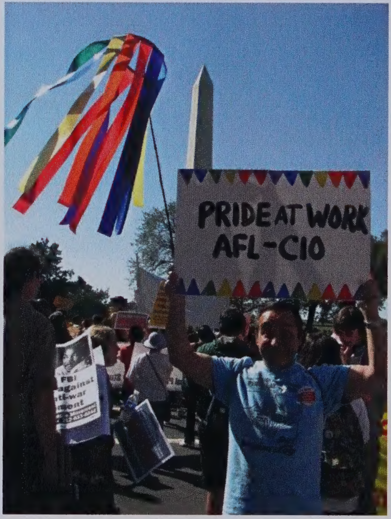

MARRY
marriage equality

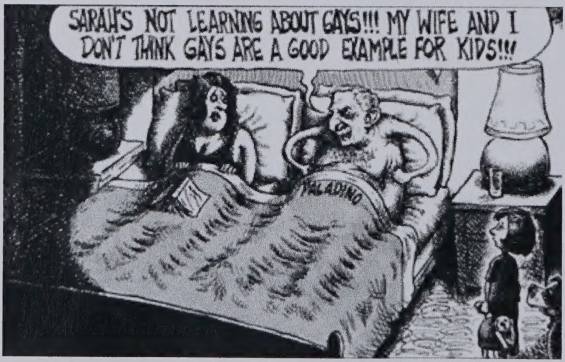
September 26 – PAW Co-sponsored the Marriage Equality New York march in Rochester. Over 300 people participated.

September 30 - We taught a 3 hour class in "Protest & Public Opinion" at SUNY Brockport on gay rights, lobbying, civil disobedience and labor unions for about 40 students for Professor Mary McCrank

SILENCE KILLS.
GAY SUICIDE CRISIS
GAY SUICIDE CRISIS
Legalize Gay

October 2 – One Nation Working Together Rally Members Tom Privitere with Dan Choi (discharged under Don't Ask Don't Tell) & Anne Tischer


PRIDE AT WORK AFL-CIO


SARAH'S NOT LEARNING ABOUT GAYS!!! MY WIFE AND I DON'T THINK GAYS ARE A GOOD EXAMPLE FOR KIDS!!!
PALADINO

October 7 – At our Pride at Work meeting we elected our officers; President, Bess Watts, Vice President Tom Privitere, Secretary Dawn Lepard and Treasurer Ryan Tucker.

PRIDE AT WORK AFL-CIO - ROCHESTER FINGER LAKES CHAPTER

RLC REPORT

January 13, 2011

PRIDE@WORK

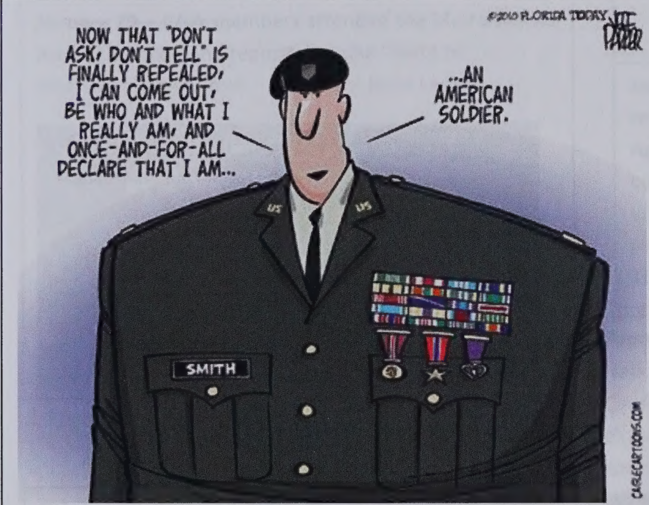
Lesbian, Gay, Bisexual, and Transgender Labor and our Allies

END MILLIONAIRE BAILOUTS!
END MILLIONAIRE BAILOUTS!
RICH TAX C YIELDED NO USA JOBS
MEGA-RICH TAX CUTS YIELDED NO USA JOBS
PRIDE AT WORK AFL-CIO
RICH GET RICHER + MIDDLE CLASS SHRINKS

December 2 – Pride at Work RFL and MoveOn protest extension of Bush Tax Cuts for the mega-rich outside the Federal building in Rochester NY on 12-2-10.

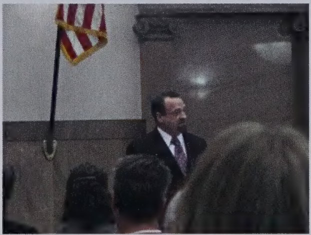
Decorations & table center pieces provided by Pride at Work for the Annual Rochester Labor Council Delegates dinner on **December 9**

Enjoy the Holidays
DOMESTIC PARTNER
SUPPORT EMPLOYEE FREE


©2010 FLORIDA TODAY
NOW THAT 'DON'T ASK, DON'T TELL' IS FINALLY REPEALED, I CAN COME OUT, BE WHO AND WHAT I REALLY AM, AND ONCE-AND-FOR-ALL DECLARE THAT I AM...
...AN AMERICAN SOLDIER.
SMITH
CAGLECARTOONS.COM

December 18 - Bess Watts, a U.S. Army Veteran and president of the local chapter of PAW was interviewed by the D&C and appeared on TV on YNN & WHAM 13 on the Repeal of Don't Ask Don't Tell – Signed by President Obama on 12-22-10

Attended Assemblyman Harry Bronson's swearing in on **January 2** – pictured guest speaker Jim Bertolone & Harry Bronson



CONGRATULATIONS on your Marriage!

January 5 – Tying the Knot: PAW Co-sponsored A community forum on Marriage Equality at the library in Irondequoit

We approved 2 scholarships for Lobby Day sponsored by Marriage Equality New York for February 8th, 2011 to lobby our legislative leaders for marriage equality.

Join Pride at Work today – we're fun, active and engaged in our labor community!

Contact Bess Watts at besswhat@gmail.com for more information.

PRIDE AT WORK AFL-CIO - ROCHESTER FINGER LAKES CHAPTER

RLC REPORT

February 10, 2011

January 26th – Albany State Wide Constituency Group Meeting - Pictured Fareed Michelen – Outreach Coordinator, Emily Crist Vick – NGU & Terry Melvin – NYS AFL-CIO Secretary-Treasurer

January 29 – PAW members attended the Metro Justice Annual Meeting and reported on the "State of Marriage" in New York. Pictured – Jesse Lenney

Metro Justice

February 8 - We sponsored PAW members to attend Marriage Equality Day in Albany… hosted by Marriage Equality New York.

LOVE
WE WILL NOT GO AWAY!
Civil Marriage Now

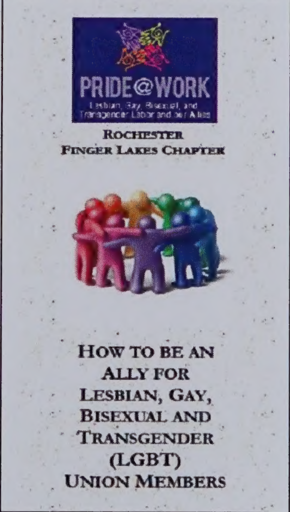
Join Pride at Work today – we're fun, active and engaged in our labor community!

Contact Bess Watts at besswhat@gmail.com for more information.

January 18 – Traveled to Albany with Equality Rochester, Citizen Action and Marriage Equality New York to discuss the need for same-sex civil marriage legislation with Senator Jim Alesi and Senator John Flanagan from Long Island.

January 27 –PAW member Anne Tischer (middle) received the Star Award from the Empire State Pride Agenda for her work with the GLBT Rochester community. Note: Stephanie (left) and Jessica (right) will be traveling to **Vermont** in July to get married, forced to take that wedding revenue out of NY State. The average wedding costs over $20,000…

February 9 – We had a National Pride at Work Conference call with chapter leaders across the country.



PRIDE@WORK

Lesbian, Gay, Bisexual, and Transgender Labor and our Allies

ROCHESTER
FINGER LAKES CHAPTER

HOW TO BE AN
ALLY FOR
LESBIAN, GAY,
BISEXUAL AND
TRANSGENDER
(LGBT)
UNION MEMBERS

Not quite sure how to support your LGBT members? Please pick up our brochure to find out.

PRIDE AT WORK AFL-CIO - ROCHESTER FINGER LAKES CHAPTER

RLC REPORT

March 10, 2011

February 12 – Provided food to support the Transgender Valentine's Dance at "The Squirrel".

February 14 - Pride at Work & Marriage Equality New York (MENY) met with the leadership of the Green Party to discuss the current state of marriage in New York.

February 13– Pride at Work along with MENY, Image Out, Gay Men's Chorus and PFLAG participated in "Nearly Wed in New York" – PAW President and her wife Anne won!

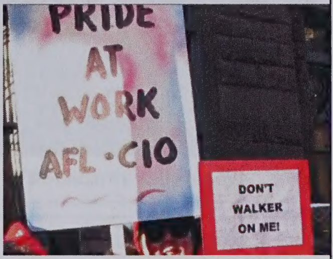
February 22 – National Pride at Work conference call with the new outreach coordinator Darren Phelps, who has been hired part-time to coordinate and work with local chapters. Welcome aboard Darren and thanks for the Pride at Work lapel pins for new members!

February 26 – ***Camp Equality: Strategy & Tactical Training for Activists***. Presented by Rosemary Rivera from Citizen Action & Rebecca Newberry from Clean Air Coalition. Highly successful training!

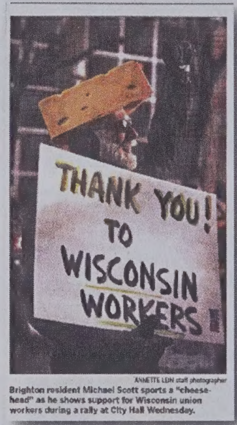
February 27 – Attended a celebration to honor the Empty Closet's 40th Anniversary – the oldest continuing GLBT Newspaper in the United States.

March 5 – Co-hosted the "Marriage Matters Potluck for Progress" @ the Gay Alliance…a community dinner and marriage strategy session.

February 23 - President Obama decided that the Defense of Marriage Act (DOMA) is unconstitutional and has asked his Justice Department to stop defending it in court.

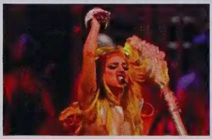


March 3 - Rally in solidarity with workers in Wisconsin, Indiana, Ohio and elsewhere to make a strong statement in support of collective bargaining. PAW helped organize and provided signs – one of which appeared in the D&C (right)


THANK YOU! TO WISCONSIN WORKERS!

ANNETTE LEIN staff photographer

Brighton resident Michael Scott sports a "cheese-head" as he shows support for Wisconsin union workers during a rally at City Hall Wednesday.



March 4 – Lady Gaga Senator Grisanti's aides spent Monday sifting through an avalanche of mail after the singer called out their boss by name at a sold-out concert in Buffalo. She asked the audience to e-mail him and ask that he support making same-sex marriage legal in New York State.

NOTE: The idea to ask Lady Gaga was generated by a coalition of groups who are meeting on a weekly basis in Rochester. This coalition consists of Pride at Work Rochester Finger Lakes, MENY, EqualityROC, HRC, OutSpoken Buffalo and others. It was HRC who ultimately got the message to Lady Gaga and she delivered. This illustrates how a group can work together for the greater good and make a difference. OutSpoken in Buffalo has a meeting this week with Senator Grisanti. We have key senators in Upstate that are needed to win the vote this year in New York and we are all working together and we need labor's help in making this happen.

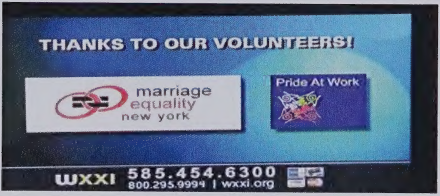
SAVE THE DATE: MENY is having a fundraising event on March 15 in Rochester to introduce Jo Meleca-Voigt as the new Rochester Chair. There is a special meeting with labor leaders beforehand at the PEF conference room from 4:30-5:15.

Join Pride at Work today – we're fun, active and engaged in our labor community! Contact Bess Watts at *besswhat@gmail.com* for more information.

PRIDE AT WORK AFL-CIO
ROCHESTER FINGER LAKES CHAPTER
RLC REPORT
April 14, 2011

WE ARE ONE

March 15 -. Pictured from left Kitty Lambert OUTSpoken Buffalo, Anne Tischer (EROC), Errin Doyle (HRC) and **Jo Meleca-Voigt the new Rochester & Finger Lakes Region Chapter Leader for Marriage Equality New York (MENY) for a meet and greet at Sheas.**

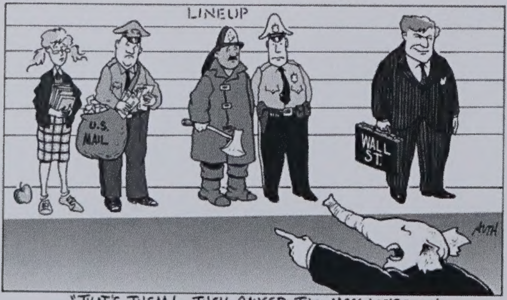

THANKS TO OUR VOLUNTEERS!
marriage equality new york
Pride At Work
WXXI 585.454.6300
800.295.9994 | wxxi.org

March 18 – Once again Pride at Work & MENY volunteered at WXXI for their annual fundraising drive.

TRIANGLE SHIRTWAIST FACTORY FIRE 1911

March 26 – Labor Lyceum -
100th Anniversary of the Triangle Fire Shirtwaist Fire
Jim McTiernan, IAFF Local 1071
Gary Bonadonna, Jr Workers United and
Linda H. Donohue - Cornell ILR

April 11
We'll miss you Julie!


LINEUP
U.S. MAIL
WALL ST.
AUTH

"THAT'S THEM! THEY CAUSED THE MESS WE'RE IN! THE ONES ON THE LEFT!"

March 8, 17, 31 & April 4
RALLIES & MARCHES

Think About Where You Would be without CTA
DON'T ERASE OUR PROGRESS
PROTECT KIDS NOT MILLIONAIRES
NYSUT

SHEETMETAL WORKERS
COMMITMENT TO COMMUNITY
LOCAL 46
WE ARE ONE
THE TOP 1% WANTS EVERYTHING

3/8 Solidarity Rally (above)

3/31 CWA Local 1170 (right)
No Contract = Corporate Greed

4/4 We Are One = Respect Workers
Evelvn Evans – FSW (below)

I AM A WORKER
WE ARE ONE

April 6 – Conference call with Senator Gillibrand's staff on GLBT issues and legislation.

Join Pride at Work today – we're fun, active and engaged in our labor community!
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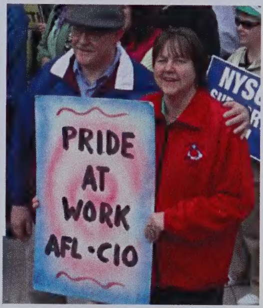
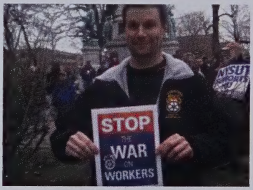

PRIDE AT WORK AFL-CIO
NYSUT

3/17 Rally To Save Our Schools!


STOP THE WAR ON WORKERS
NYSUT

April 1, 2011
Pride at Work created a super "perigee moon"--the biggest in almost 20 years on **March 19, 2011**.

PRIDE AT WORK AFL-CIO
ROCHESTER FINGER LAKES CHAPTER

RLC REPORT

May 12, 2011

ROCHESTER FINGER LAKES CHAPTER

PRIDE@WORK

Lesbian, Gay, Bisexual, and Transgender Labor and our Allies

April 15th - A rally was held in Fairport to highlight the fact that if equal marriage protections for same-sex couples become a reality, it will be a revenue producer for New York State residents. A check was presented representing wedding related revenue lost in the last 2 years since the vote on civil marriage equality failed.

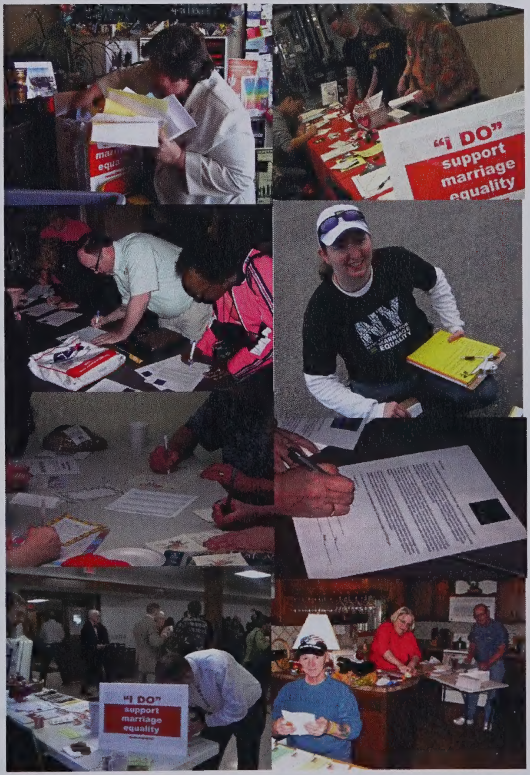
LOVE MAKES A FAMILY
NY SENATE PASS EQUAL MARRIAGE
I DO... DEMAND EQUALITY
GAY RIGHTS ARE CIVIL RIGHTS
KEEP
CIVIL MARRIAGE MAKES CENTS
IT'S ABOUT LOVE
MARRIED IN CANADA SINGLE IN NEW YORK!
EQUAL TAXES = EQUAL RIGHTS

LGBT Families
2011 Honeymoon Drive
Everywhere, NY 14450
April 15, 2011
# 1324
ALL New Yorkers
$ 302,000,000
Three Hundred two million and 0/100
VOTE
Loving Couples

Almost all of our effort for the last 30 days has been working with Marriage Equality NY (MENY), Human Rights Campaign (HRC), Equality ROC and Pride Agenda collecting letters, making phone calls and in-district meetings to get our local senators to vote for and pass marriage equality.

May 1st – Metro Justice Annual Dinner. It was great to share the evening with Stuart Appelbaum, RWDSU and Local 220. Congratulations Bill McCoy on your lifetime achievement award!

Pictured above: Bill McCoy & Colin O'Malley – Left - Stuart Appelbaum & Jim Bertolone


"I DO" support marriage equality
"I DO" support marriage equality

Pride at Work is asking that you contact your Senator and ask him to vote for the civil marriage bill when it is introduced.

Senator Robach, 518-455-2909
Senator Alesi, 518-455-2015
Senator Maziariz, 518-455-2024

Join Pride at Work today – we're fun, active and engaged in our labor community!
Contact Bess Watts at *besswhat@gmail.com* for more information.

New York said 'YES!' *New York said 'YES!'*

PRIDE AT WORK AFL-CIO
ROCHESTER FINGER LAKES CHAPTER
RLC Executive Board Report

July 11, 2011

CSEA
UAW
PRIDE AT WORK
LOVE WINS

Pictured left to right, PAW member Ove Overmyer, NGU Lynn Giglio, Jim Bertolone, PAW members Judy Johnson, Bess Watts & Tom Privitere

Pictured on the right are labor leaders preparing for the press conference supporting marriage equality for same sex couples. →

LIVINGSTON
CHAUTAUQUA
ORANGE
"I DO" support marriage equality
NYSUT SUPPORTS YOU
ge Equality
EMPIRE STATE PRIDE AGENDA

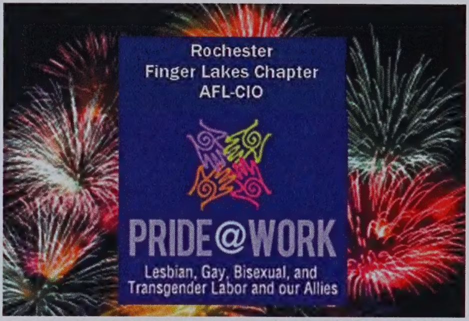
Senator Jim Alesi speaks in support of the Marriage Equality Bill at a rally in Albany. He is the FIRST Republican to come out in support of marriage for same sex couples. The Marriage Equality Bill was passed and signed by Governor Cuomo on June 24th, 2011

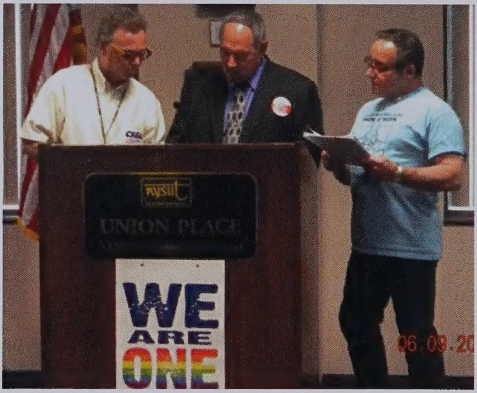
*A heartfelt **THANK YOU** to the Rochester Labor community who were so instrumental in getting marriage passed in New York. The press conference, personal appeals, letters and phone calls to our elected officials made the difference! It would not have happened without you.*

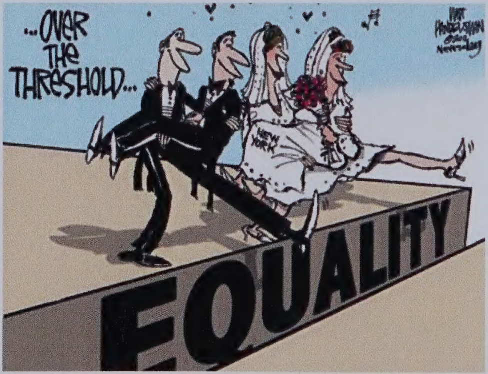
Join Rochester- Finger Lakes Pride at Work today – we're fun, active and engaged in our labor community!

Contact Bess Watts at *besswhat@gmail.com* for more information.

www.prideatwork.blogspot.com or 'like' us on Facebook


Rochester
Finger Lakes Chapter
AFL-CIO
PRIDE@WORK
Lesbian, Gay, Bisexual, and Transgender Labor and our Allies


NYSUT
UNION PLACE
WE ARE ONE
06 09 20


...OVER THE THRESHOLD...
NEW YORK
EQUALITY

PRIDE AT WORK AFL-CIO
ROCHESTER FINGER LAKES CHAPTER
RLC Executive Board Report
August 11, 2011

Bank of America
NO BANK LEFT BEHIND?
CLOSE TAX LOOPHOLES
FAIR SHARE TAX REFORM NOW
BANK OF AMERICA PAID NO FEDERAL TAXES!
FAIR SHARE TAX REFORM NOW

Aug 8 - ***No Bank Left Behind*** Rally at Noon. BoA paid no Federal Taxes.

Restore the American Promise
PROTECT MEDICAID - MEDICARE - SOCIAL SECURITY
CREATE GOOD JOBS NOW

SOCIAL SECURITY IS AN EARNED BENEFIT

Sign inspired by Retiree Freddie

July 20 Rally to protect Social Security, Medicare & Medicaid at Congressman Tom Reed's Office in Pittsford

NO BANK LEFT BEHIND?

July 30 – Medicare's Birthday cake provided by our chapter. Pictured with Jesse Lenney

MEDICARE 46 YEARS OF SUCCESS
MEDICARE: PROTECTING RETIREES

Aug 9 – Monroe County Legislature presented Bess & Anne with a proclamation for their work for Marriage Equality. Ove Overmyer & Todd Plank joined us at the podium - marriage wouldn't have happened without them.

PRIDE AT WORK
Rochester - Finger Lakes Chapter
AFL-CIO
Out and Organizing
GLBT RIGHTS ARE WORKER RIGHTS!

July was Pride Month in Rochester. President Bess Watts and her wife Anne Tischer of Equality Rochester were named Grand Marshals of the Pride Parade. Pride at Work marched with the New Yorkers United for Marriage coalition float

July 24 the first day for marriage licenses were made available for same sex couples in New York.

New York says "I Do!"
July 24, 2011

Grand Marshal
THANK YOU CUOMO/DUFFY

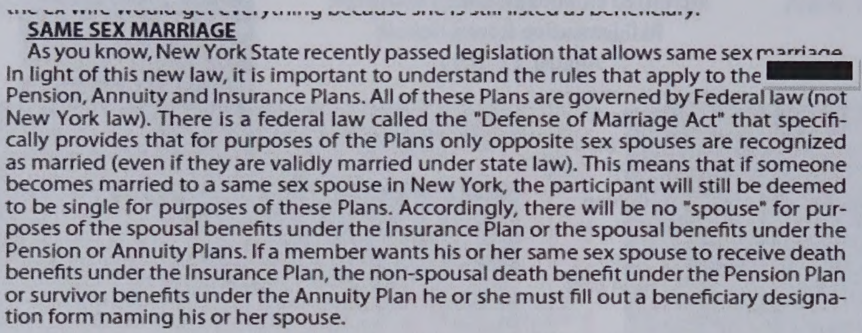
Join Rochester- Finger Lakes Pride at Work today – we're fun, active and engaged in our labor community!

Contact Bess Watts at *besswhat@gmail.com* for more information.

www.prideatwork.blogspot.com or 'like' us on Facebook

Over: Marriage equality has raised some critical workplace issues for married couples, particularly health insurance & pensions.

Rochester Labor News, July 15, 2011



SAME SEX MARRIAGE

As you know, New York State recently passed legislation that allows same sex marriage. In light of this new law, it is important to understand the rules that apply to the [redacted] Pension, Annuity and Insurance Plans. All of these Plans are governed by Federal law (not New York law). There is a federal law called the "Defense of Marriage Act" that specifically provides that for purposes of the Plans only opposite sex spouses are recognized as married (even if they are validly married under state law). This means that if someone becomes married to a same sex spouse in New York, the participant will still be deemed to be single for purposes of these Plans. Accordingly, there will be no "spouse" for purposes of the spousal benefits under the Insurance Plan or the spousal benefits under the Pension or Annuity Plans. If a member wants his or her same sex spouse to receive death benefits under the Insurance Plan, the non-spousal death benefit under the Pension Plan or survivor benefits under the Annuity Plan he or she must fill out a beneficiary designation form naming his or her spouse.

From: http://blog.pomcogroup.com/?p=239

The Marriage Equality Act and Self Funded Health Plans

The constitutionality of DOMA has been challenged a number of times with the most recent challenge coming in July 2010. As of this writing, however, DOMA remains viable and same-sex partners, even if legally married in New York, will not be able to obtain benefits under their self-funded health plan. It is important to note, however, that self-funded employers are allowed to ***voluntarily*** provide benefits to same-sex partners under their self-funded employee health plan.

Now is the time for employers to critically review their health plans and have a thoughtful discussion regarding the provision of same-sex spousal benefits. Some issues to think about are: if an employer of a self-funded health plan defines a spouse as a "legal spouse of the opposite sex", do they want to retain that language? Is it a matter of time before DOMA is deemed unconstitutional and all health plans under federal law will need to provide same-sex benefits? If an employer wants to voluntarily change their language to follow New York law (perhaps there are obligations under a union contract), then some of the plans will need to be amended to state there is coverage for same-sex spouses.

From: NYCLU.org

What kinds of benefits will we get from marriage?

A marriage gives you automatic access to all the protections granted to spouses under state and local laws. State-based marriage rights include:

- **Insurance benefits.** Unfortunately, this is a somewhat complicated issue. State and municipal employees are entitled to benefits for their same-sex spouses. Likewise, any private employer that offers insurance through a state-licensed insurance agency must extend benefits to same-sex spouses on the same terms as to other married couples. ***Many private employers, however, offer "self-funded" health insurance that is not affected by the new law. The employers who offer "self-funded" insurance are not required to offer health insurance coverage to same-sex spouses, although they can.*** If your employer denies you spousal coverage, you should ask them to reconsider their position. Nothing in state or federal law prohibits them from doing so. It is important to note that DOMA penalizes married same-sex spouses by requiring them to pay federal taxes on the value of the benefits they obtain through their spouse's employer, unlike other married couples.

Personal comment: We all pay dues and expect to be treated equally and fairly at work. We shouldn't have to fight our own unions to protect our families. Same sex spouses are legally disenfranchised by the Federal Government and the unconstitutional aspect of DOMA which negatively impacts on the State's rights to regulate marriage. There are options to provide health insurance by voluntarily changing the language of insurance plans. Thank you for your consideration and action on this matter.
Bess Watts, PAW – RFL President.

PRIDE AT WORK AFL-CIO
ROCHESTER FINGER LAKES CHAPTER
RLC Delegates Report
September 8, 2011

Rochester
Finger Lakes Chapter
AFL-CIO
PRIDE@WORK

PRIDE AT WORK
Rochester Finger Lakes Chapter

THANK YOU
CUOMO/DUFFY

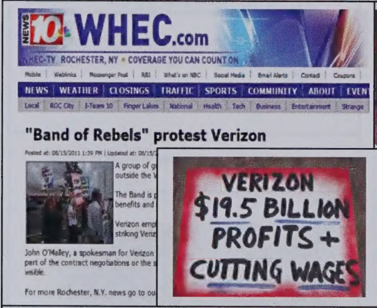
MEDICARE
46 YEARS
OF SUCCESS
MEDICARE:
PROTECTING
RETIREES

Attention Delegates – since we last met…June vacation in Utah – ***Marriage Equality passed in New York*** **-** Medicare's 46th birthday - Gay Pride Parade & Grand Marshal In July – in early August Monroe County presented a Proclamation – Several rallies, including 'No Bank Left Behind" – PAW President elected to the National Executive board …now on to the regular report.

"I DO"
support
marriage
THANK YOU
CUOMO
WE ARE ONE

Aug 28 -- MENY/PAW Display at the Same Sex Wedding Expo at Carey Lake in Macedon.

RALLY FOR JOBS
MOST WANTED
JOBS NOT CUTS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Local | ROC City | I-Team 10 | Finger Lakes | National | Health | Tech | Business | Entertainment | Strange
VERIZON
$19.5 BILLION
PROFITS +
CUTTING WAGES

"Band of Rebels" protest Verizon

Posted at: 08/15/2011 1:39 PM | Updated at: 08/15/

A group of g
outside the V

The Band is p
benefits and

Verizon emp
striking Veriz

John O'Malley, a spokesman for Verizon
part of the contract negotiations or the
visible.

For more Rochester, N.Y. news go to ou

STOP CORPORATE GREED
AMERICAN DREAM
HANDS OFF SOCIAL SECURITY
PROTECT WORKING FAMILIES
AMERICAN WORKERS UNDER ATTACK

HANDS OFF SOCIAL SECURITY
CLOSE TAX LOOPHOLES
PROTECT MEDICARE NOT BILLIONAIRES
WE ARE ONE

Aug 15 Provided signs for the "Band of Rebels" Verizon rally
Aug 25 – 28 CBTU Region 1 Conference in Albany
Aug 27 – Motorcycle Rally for Jobs
Aug 31 - Marriage Equality Volunteer Recognition event at Shea's on East Ave.
Sept 5 – Labor Day Parade – provided signs for IRS Protest

PROTECT WORKING FAMILIES
Purchase Image

Vincent Ricotta, 4, of Webster, was among those at the

There was a constant honk of car horns Saturday morning as motorists passed Irondequoit Town Hall.

About three dozen people gathered along Titus Avenue, waving signs and flags, to encourage Rep. Ann Marie Buerkle, R-Onondaga, Onondaga County, to support the creation of jobs in the region, rather than a reduction of spending on federal programs such as Social Security and Medicare.

"This is a crazy time to be making cuts in federal programs; cuts there mean cuts in jobs," said John Keevert, 67, of Brighton. "We should be investing in jobs."

About five motorcyclists, including Charlie Hayward, 41, of Rochester, drove from Irondequoit to Syracuse on Saturday as part

Join Rochester- Finger Lakes Pride at Work today – we're fun, active and engaged in our labor community!
Contact Bess Watts at *besswhat@gmail.com* for more information.
www.prideatwork.blogspot.com or 'like' us on Facebook

PRIDE AT WORK AFL-CIO
ROCHESTER FINGER LAKES CHAPTER
RLC Delegates Report

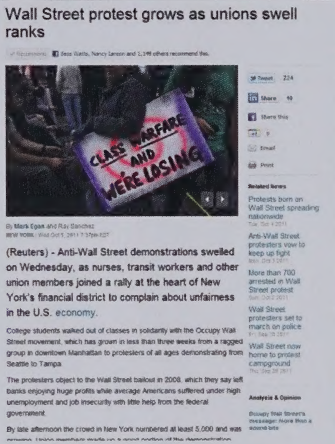
October 13, 2011

Rochester
Finger Lakes Chapter
AFL-CIO
PRIDE@WORK

AMERICA'S POSTAL SERVICE
SAVE AMERICA'S POSTAL SERVICE
SAVE AMERICA'S POSTAL
WE ♥

Sept 27 – Rally to Save our Post Offices - in Bushnells Basin and across Monroe County. Support HR 1351 the USPS Pension Obligation Recalculation and Restoration Act of 2011. ←

↓ Provided signs for NYC & Rochester for **Occupy Wall Street** which made the press in Reuters, CBS News & the Democrat and Chronicle



Wall Street protest grows as unions swell ranks

Recommend Bess Watts, Nancy Larson and 1,149 others recommend this.

CLASS WARFARE AND WE'RE LOSING
Tweet 224
Share 49
Share this
Email
Print

By Mark Egan and Ray Sanchez
NEW YORK | Wed Oct 5, 2011 7:37pm EDT

(Reuters) - Anti-Wall Street demonstrations swelled on Wednesday, as nurses, transit workers and other union members joined a rally at the heart of New York's financial district to complain about unfairness in the U.S. economy.

College students walked out of classes in solidarity with the Occupy Wall Street movement, which has grown in less than three weeks from a ragged group in downtown Manhattan to protesters of all ages demonstrating from Seattle to Tampa.

The protesters object to the Wall Street bailout in 2008, which they say left banks enjoying huge profits while average Americans suffered under high unemployment and job insecurity with little help from the federal government.

By late afternoon the crowd in New York numbered at least 5,000 and was

Related News

Protests born on Wall Street spreading nationwide

Anti-Wall Street protesters vow to keep up fight

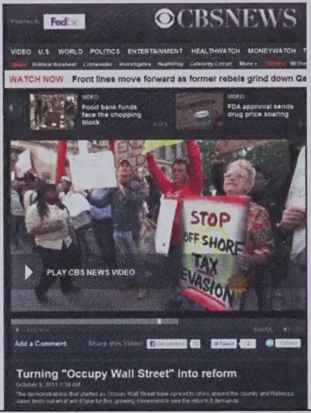
More than 700 arrested in Wall Street protest

Wall Street protesters set to march on police

Wall Street now home to protest campground

Analysis & Opinion

Occupy Wall Street's message: More than a sound bite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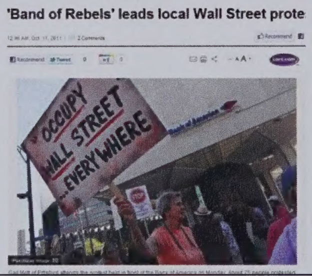
Turning "Occupy Wall Street" into reform



'Band of Rebels' leads local Wall Street prote

12:46 AM, Oct. 11, 2011 | 2 Comments

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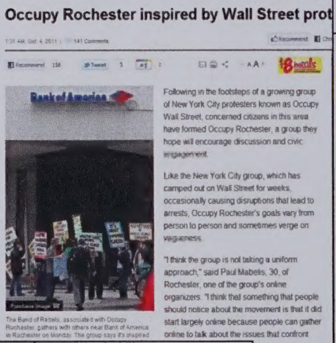
OCCUPY WALL STREET ...EVERYWHERE



Occupy Rochester inspired by Wall Street prot

7:31 AM, Oct. 4, 2011 | 141 Comments

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Bank of America

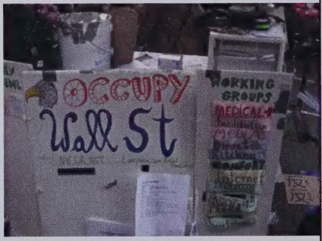
Following in the footsteps of a growing group of New York City protesters known as Occupy Wall Street, concerned citizens in this area have formed Occupy Rochester, a group they hope will encourage discussion and civic engagement.

Like the New York City group, which has camped out on Wall Street for weeks, occasionally causing disruptions that lead to arrests, Occupy Rochester's goals vary from person to person and sometimes verge on vagueness.

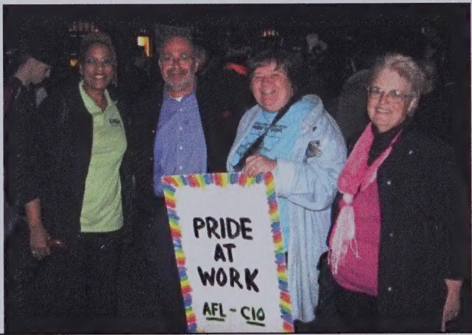
"I think the group is not taking a uniform approach," said Paul Mabelis, 30, of Rochester, one of the group's online organizers. "I think that something that people should notice about the movement is that it did start largely online because people can gather online to talk about the issues that confront

The Band of Rebels, associated with Occupy Rochester, gathers with others near Bank of America in Rochester on Monday. The group says it's inspired

Sept 21 - 23 Pride at Work National Executive Board meeting in Detroit. PAW President Bess Watts presented a report on our local chapter's best practices. ***Save the date***: PAW Convention Sept 13-15, 2012 in Cleveland Ohio.


OCCUPY
Wall St
WORKING GROUPS
MEDICAL

Below – CSEA Secretary Denise Berkley, Stuart Appelbaum, Bess & Anne at **OWS in New York City**


PRIDE AT WORK AFL-CIO

Oct 6 - New Yorkers for Marriage Coalition debriefing and "next steps" in New York City ←

Oct 11 – Rally →

PRIDE AT WORK AFL-CIO
CONTRACT NOW!
FAIR PAY FAIR BENEFITS
Corporations are NOT people
CONT NO
FSW WE ARE ONE!

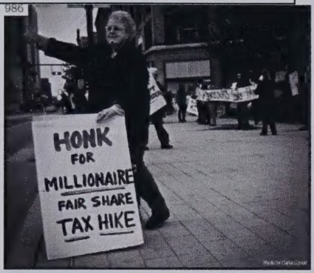
Join Rochester- Finger Lakes Pride at Work today – we're fun, active and engaged in our labor community!
Contact Bess Watts at *besswhat@gmail.com* for more information.

PRIDE AT WORK AFL-CIO
ROCHESTER FINGER LAKES CHAPTER
RLC Delegates Report
November 10, 2011

Rochester
Finger Lakes Chapter
AFL-CIO
PRIDE@WORK

A column about Occupy Wall Street written by PAW member Anne Tischer appeared in the **Oct 21st** edition of the Labor News

986


HONK
FOR
MILLIONAIRE
FAIR SHARE
TAX HIKE
Photo by Carla Crowe

Occupy Wall Street···Everywhere

Anne Tischer
Pride at Work AFL-CIO,
Rochester Finger Lakes Chapter

"Finally!" was the word that came to mind when I first heard of Occupy Wall Street. "It's about time working people reacted to the

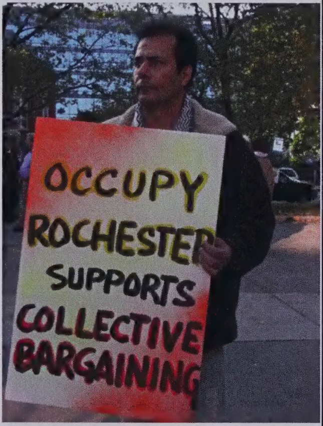
tive drumbeat since Ronald Reagan took office. When George W. Bush deregulated banks and Wall Street financial institutions he set the stage for the massive financial abuses that took down our economy in

aspect is that the financial elite are attempting to take permanent control of our government. Billionaires like the Koch brothers are putting radical right-wing people into office who are successfully instituting laws designed to obstruct and

PAW WAS THERE
RALLIES AND ACTIONS

Oct 15 - Global Solidarity in Rochester with Occupy Wall Street
Oct 18 - We are One Rally to End Millionaires Tax Cut
Oct 28 – Washington Square Park Occupy Rochester - 32 arrests
Oct 31 - Band of Rebels Halloween Action
Nov 2 - We Are One Rally in Solidarity with Occupy Oakland

IT IS
CLASS WARFARE
AND
WE'RE LOSING


OCCUPY
ROCHESTER
SUPPORTS
COLLECTIVE
BARGAINING

WALL ST STILL NOT REGULATED
RECLAIM OUR MORTGAGED FUTURE
"CORPORATE PERSONHOOD" THREATENS DEMOCRACY AMEND IT

19th annual
IMAGE OUT
The Rochester Lesbian & Gay Film & Video Festival
OCTOBER 7-16, 2011

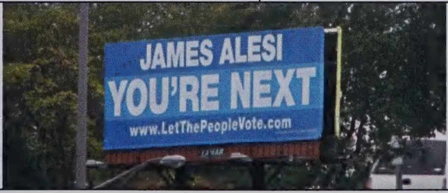
As a Community Partner of the Annual Image Out Film Festival we were afforded the opportunity to speak about our chapter and the value of Unions before the movie "The Green" began on **Saturday, October 15th**.

IF BANKS ARE "TOO BIG TO FAIL" BREAK THEM UP
PRIDE AT WORK AFL-CIO

HELP WORKING FAMILIES NOT MILLIONAIRES
UNIVERSAL HEALTH CARE EQUALS MEDICARE FOR ALL

#OCCUPY ROCHESTER
WE ARE THE 99%

We told them the wealth
would "trickle down"!


JAMES ALESI
YOU'RE NEXT
www.LetThePeopleVote.com

The so-called National Organization of Marriage is targeting Senator Alesi because of his vocal support and vote for marriage equality.

Join Rochester- Finger Lakes Pride at Work today – we're fun, active and engaged in our labor community!
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PRIDE AT WORK AFL-CIO
ROCHESTER FINGER LAKES CHAPTER
RLC Delegates Report

December 5, 2011

Rochester
Finger Lakes Chapter
AFL-CIO
PRIDE@WORK

SINGLE PAYER!
PROTECT MEDICARE NOT MILLIONAIRES $$$

Nov 16th Rally for Fair Taxation at Washington Square Park home of Occupy Rochester. Pictured PAW member Ove Overmyer

OCCUPY ROCHESTER
PRIDE AT WORK AFL-CIO

←

In November we provided two dinners for Occupy Rochester.

Ads were purchased and placed for the RLC Council dinner and the National Pride at Work "Celebrating Solidarity" fundraiser on Dec 14th. ↓

PRIDE AT WORK
AFL–CIO
ROCHESTER FINGER LAKES CHAPTER
Congratulations
Cleve Jones, Rea Carey & Gregory Cendana!

Rochester
Finger Lakes Chapter
AFL-CIO
PRIDE@WORK
Lesbian, Gay, Bisexual, and Transgender Labor and our Allies

We are hometown proud of State Senator Jim Alesi, the first GOP vote for New York Marriage Equality.
Labor made it happen!

Save the date: Pride at Work dinner will be on March 15th @ 5:30 at the Diplomat. Linda Donahue will be presented the "True Colors Award" for her mentoring, support and advocacy. Tickets are currently available through "WePay" at the following link:

https://www.wepay.com/tickets/truecolors2012

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REMINDER:
Time to join or renew your Pride at Work membership.

PRIDE AT WORK AFL-CIO
ROCHESTER FINGER LAKES CHAPTER
RLC Delegates Report

January 12, 2012

Rochester
Finger Lakes Chapter
AFL-CIO
PRIDE@WORK

Dec 19th – Attended the farewell and thank you luncheon for Sandra Frankel, Brighton Town Supervisor.

Nov 16th Rally for Fair Taxation at Washington Square Park home of Occupy Rochester. Pictured PAW member Ove Overmyer

OCCUPY ROCHESTER
PRIDE AT WORK AFL-CIO

Dec 8th - We created the centerpieces for the annual Labor Council dinner. The theme of the centerpieces was "Occupy the Holidays". Pictured are members of the Federation of Social Workers. ←

HAPPY NEW YEAR!

Ads were purchased and placed for the RLC Council dinner and the National Pride at Work "Celebrating Solidarity" fundraiser on **Dec 14th**. ↓

PRIDE AT WORK
AFL-CIO
ROCHESTER FINGER LAKES CHAPTER
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https://www.wepay.com/tickets/truecolors2012

Sponsorship opportunities available – see flyer.

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PRIDE AT WORK AFL-CIO
ROCHESTER FINGER LAKES CHAPTER

RLC Delegates Report

February 9, 2012

Rochester
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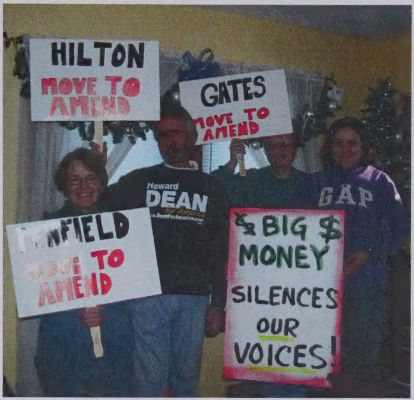
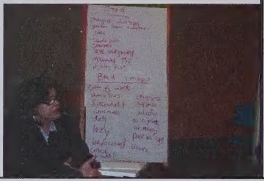


Feb 7th - Prop 8 was ruled unconstitutional."Proposition 8 serves no purpose, and has no effect, other than to lessen the status and human dignity of gays and lesbians in California, and to officially reclassify their relationships and families as inferior to those of opposite-sex couples," Judge Reinhardt wrote in the decision. A narrow decision based on California law, expected to be appealed to the U.S. Supreme Court.

Feb 8th – Washington State is on track for being the 7th State to approve marriage equality – the Governor is expected to sign the bill within a week.

Jan 15th - Move to Amend sign creation for the 'Occupy the Courts' protest on January 20th. ←→



USA
MOVE TO AMEND

Jan 25th Attended ***Occupy the Media: how to get your message across*** A Teach-In for Rochester Activists. Session leader Joan Collins Lambert

marriage equality usa

On Feb 16 @ 6:30 – 8:30 we will have a Marriage Equality USA Town Hall and Kickoff Party with featured speakers: Brian Silva, Executive Director of Marriage Equality USA & Cathy Marino-Thomas, Board President of Marriage Equality New York at Downtown United Presbyterian Church – Overturn DOMA NOW!

Feb 1st – Presented Signs of Solidarity Teach-in and hands on workshop at the Dugan Center at St Mary's in Rochester. ↓

CORPORATIONS
ARE NOT
PEOPLE

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https://www.wepay.com/tickets/truecolors2012

Special guests Peggy Shorey, Donna Cartwright, Lori Pelletier and Darren Phelps from National Pride at Work will be attending.

PRIDE AT WORK CONVENTION
SEPT 12 -15, 2012
CLEVELAND OHIO.

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PRIDE AT WORK AFL-CIO
ROCHESTER FINGER LAKES CHAPTER

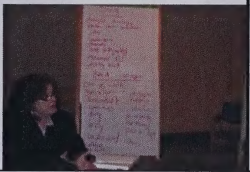
RLC Delegates Report

February 9, 2012

Rochester
Finger Lakes Chapter
AFL-CIO
PRIDE@WORK

HILTON MOVE TO AMEND
GATES MOVE TO AMEND
Howard DEAN
GAP
FIELD MOVE TO AMEND
BIG $ MONEY SILENCES OUR VOICES!

Jan 15th - Move to Amend sign creation for the 'Occupy the Courts' protest on January 20th. ⟷



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NO TIER 6

PRIDE AT WORK AFL-CIO
ROCHESTER FINGER LAKES CHAPTER
RLC Delegates Report
March 8, 2012

Rochester
Finger Lakes Chapter
AFL-CIO
PRIDE@WORK

Feb 11 – The Red Ball 2012 Glitter & glam a celebration of Community, Love and Friendship. Pride at Work donated a **lottery tree** for advance ticket buyers, which was won by Jesse Lenney. We also helped sponsor the event at the Gay Alliance and took over 140 **photos** of couples, family and friends which were sent to each participant for their memories. A great outreach opportunity.

Genesee Co-op
Federal Credit Union
Since 1982

Rochester Chapter members Ryan and Dawn volunteer for the local CASH program at the Genesee Co-Op. The C.A.S.H. (Creating Assets, Savings, and Hope) Coalition will provide free tax preparation services to households that earn less than $50,000. ↓

JAIL CORRUPT BANKSTERS
END BANK MORTGAGE FRAUD
SHAME

Mar 2 – Sign making workshop for the Band of Rebels at Metro Justice.

Feb 22-23 Pride at Work NEB in Orlando, Florida. Planning convention in Sept and passed a resolution making overturning Citizen's United a priority.

Feb 16 we had a Marriage Equality Town Hall meeting with Jo Meleca Voight, Brian Silva, Executive Director of Marriage Equality USA, Anne Tischer, Courtney, Denise & Cathy Marino-Thomas, Board President of Marriage Equality New York. Over 50 people attended.

PRIDE AT WORK CONVENTION
SEPT 12 -15, 2012
CLEVELAND OHIO
http://www.prideatwork.org/2012-convention/

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PRIDE AT WORK AFL-CIO
ROCHESTER FINGER LAKES CHAPTER
RLC Delegates Report
April 12, 2012

Rochester Finger Lakes Chapter
PRIDE@WORK
Lesbian, Gay, Bisexual, and Transgender Labor and our Allies

True Colors Recognition Dinner 2012
Special Thanks to our sponsors!
Rochester & Genesee Valley Area Labor Federation
Federation of Social Workers
Public Employees Federation
Coalition of Black Trade Unions
Civil Service Employees Association
Ask For the Union Label
MARCH 15, 2012

March 15 – Our Pride at Work True Colors Recognition dinner honoring Linda Donahue was a huge success. The 'Workin' It' Fashion show combined a little labor history and fashion as a way to pay homage to Linda's passion and dedication for labor education and history. We also recognized Ove Overmyer for his many contributions to the labor movement. Thanks to our attendees and sponsors!

WE ARE TRAYVON MARTIN
Skittles
NO MORE DEAD SONS NO MORE GRIEVING MOTHERS

March 25 – We attended and provided signs for the Trayvon Martin Million Hoodie rally. Several thousand people marched in unity for peace and justice for Trayvon and America.

March 30 – "I Must Protest" signs and visibility workshop for the CSEA Region 6 Women's Conference at Woodcliff for 150 people. ↓

March 23 – Zola Brown and I went to Albany together to attend the NYS AFL-CIO constituency group meeting.

March 24 - Attended the Annual ALF meeting at MCC.

April 4 – Attended the Finger Lakes Labor Council annual meet and greet.

WE PROTECT THE CHILDREN
PROTECT MIDDLE CLASS WORKERS

March 13 – Rally for a Fair Contract at the Monroe County building with FSW & CSEA.

April 3 – We have been asked to assist in the formation of a chapter of Pride at Work in Buffalo. We met in Batavia to discuss training on May 5th in Buffalo for union members who are interested in learning about the unique needs of LGBT union members. →

Angela Blue, Susan Woods & Tom Privitere. Photo by Bess Watts

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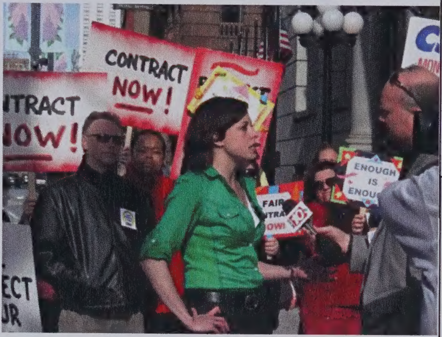
PRIDE AT WORK AFL-CIO
ROCHESTER FINGER LAKES CHAPTER

RLC Delegates Report

May 10, 2012

ROCHESTER – FINGER LAKES
PRIDE@WORK
Lesbian, Gay, Bisexual, and Transgender Labor and our Allies.


CONTRACT NOW!
NTRACT NOW!
ENOUGH IS ENOUGH
FAIR CONTRACT NOW!

April 17 – Another rally for a Fair Contract at the Monroe County building with CSEA. Courtney Brunelle speaks to the media. ←

May 6 – Metro Justice Annual Dinner celebrating the Occupy Movement and recognizing Jim Schmidt and the Band of Rebels. Pictured; Denise Young & husband Jim Schmidt.

ROCHESTER CHAPTER
COALITION OF BLACK TRADE UNIONISTS

Apr 20 - Tom Privitere, Pride at Work Vice President accepts the Bill Lucy Award at the 12th Annual CBTU Dinner at Rick's Prime Rib House Photo by Ove

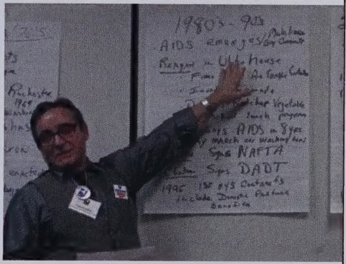
May 2 - SUNY Brockport visibility and messaging workshop for student leaders and the Women's Studies program.

GENDA NOW!
PROUD OF NYS

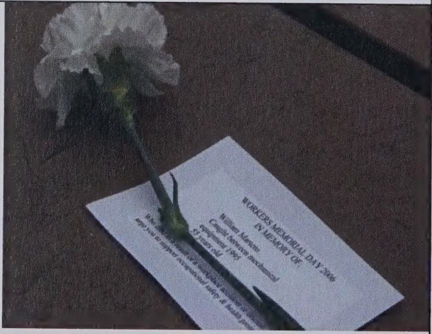
May 8 - Equality & Justice Day in Albany.

I'm TOTALLY GAY for BAMA!

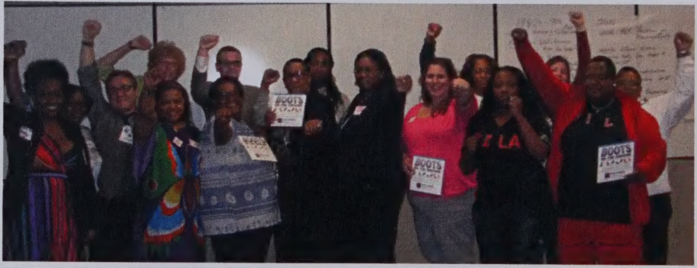
5/9/2012


1980s - 90s
AIDS emerges
NAFTA
DADT

April 30 – Workers Memorial ceremony at Highland Park.


WORKERS MEMORIAL DAY 2006
IN MEMORY OF

May 5 – ***Pride at Work; Union Proud***.
We presented an Informational Workshop for GLBT workers, Allies & Unions.
Buffalo is hoping to start a Pride at Work chapter.



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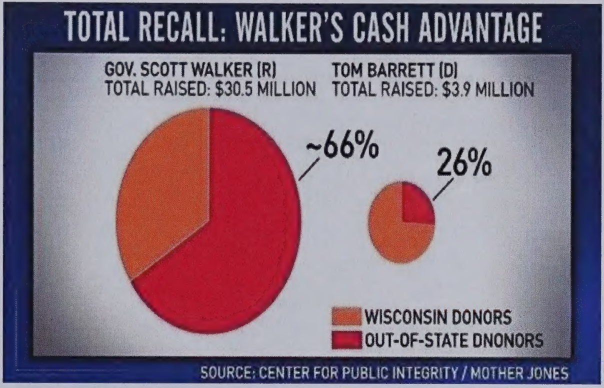
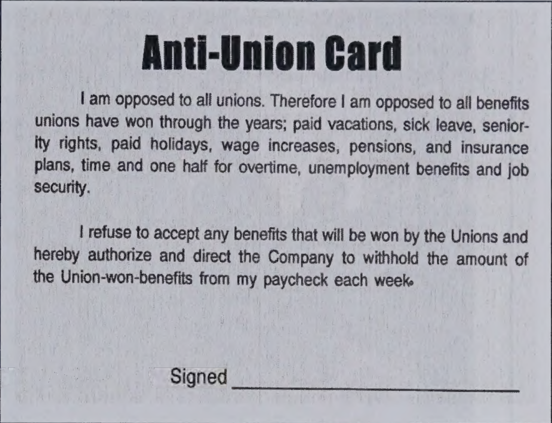
PRIDE AT WORK AFL-CIO
ROCHESTER FINGER LAKES CHAPTER
RLC Delegates Report
June 14, 2012

ROCHESTER – FINGER LAKES
PRIDE@WORK
Lesbian, Gay, Bisexual, and Transgender Labor and our Allies.



SOURCE: CENTER FOR PUBLIC INTEGRITY / MOTHER JONES



Anti-Union Card

I am opposed to all unions. Therefore I am opposed to all benefits unions have won through the years; paid vacations, sick leave, seniority rights, paid holidays, wage increases, pensions, and insurance plans, time and one half for overtime, unemployment benefits and job security.

I refuse to accept any benefits that will be won by the Unions and hereby authorize and direct the Company to withhold the amount of the Union-won-benefits from my paycheck each week.

Signed ______________________

Total spent on Recall $30.5 Million to $3.9 Million, 25% of union members voted against their best interests.

UNITED FOR EQUALITY CSEA

AFSCME We Make Equality Happen

Will be co-chairing the AFSCME Pride Caucus at the Los Angeles Convention on June 21 as well as working the AFSCME Pride table. Danny Donohue and Lee Saunders are running for President, the election is on June 20th. I will be posting updates and pictures throughout the convention, both on Facebook and Twitter. **#AFSCME Pride #CSEA**

ROCHESTER PRIDE
2012

One year Anniversary – **June 24** NYS passed the marriage bill!

NEW YORK
JUST MARRIED
THE EQUALITY STATE

Rochester Pride July 5 – 15 – March with us in the **parade on July 14!** We will be marching with the equality coalition – over 15,000 people watch the parade, one of the best in Rochester. Pride at Work will be registering voters at the Pride Picnic on **July 15th!**

⟵ June 7 we met for our regular meeting at 140 Alex and welcomed 2 new members!

PRIDE AT WORK CONVENTION
SEPT 12 -15, 2012
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http://www.prideatwork.org/2012-convention/

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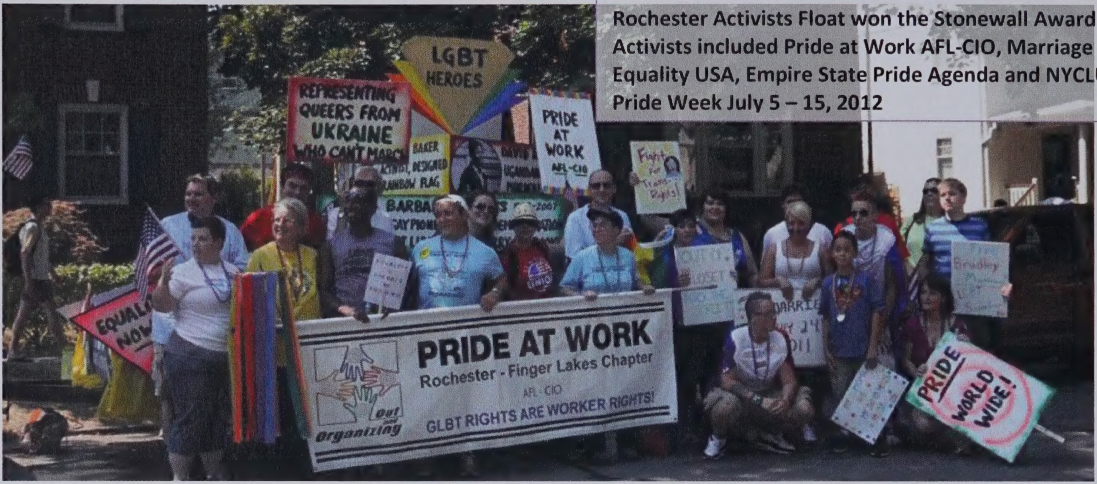
PRIDE AT WORK AFL-CIO
ROCHESTER FINGER LAKES CHAPTER
RLC Delegates Report
August 9, 2012

ROCHESTER–
FINGER LAKES
PRIDE@WORK
Lesbian, Gay, Bisexual,
and Transgender Labor and our Allies.


LGBT HEROES
REPRESENTING QUEERS FROM UKRAINE WHO CAN'T MARCH
PRIDE AT WORK AFL-CIO
Fight for Trans-Rights!
EQUALITY NOW
PRIDE AT WORK
Rochester - Finger Lakes Chapter
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GLBT RIGHTS ARE WORKER RIGHTS!
Out Organizing
PRIDE WORLD WIDE!

Rochester Activists Float won the Stonewall Award. Activists included Pride at Work AFL-CIO, Marriage Equality USA, Empire State Pride Agenda and NYCLU. Pride Week July 5 – 15, 2012

Registering voters at the Pride Picnic

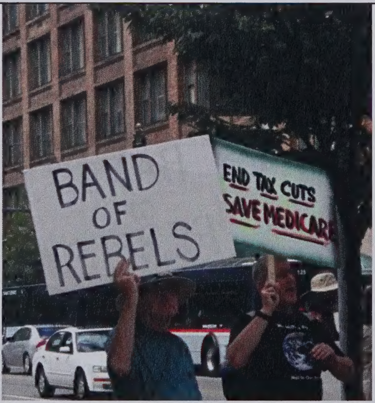
Register to Vote

LGBT HEROES
DAVID KATO
UGANDAN ACTIVIST
MURDERED IN 2011

ROCHESTER PRIDE 2012

WORKERS
STAND FOR
AMERICA

www.workersstandforamerica.com/
August 11th – Philadelphia @ 11:00


BAND OF REBELS
END TAX CUTS
SAVE MEDICARE

The first image from Mars:

On Aug 6th in solidarity with the Band of Rebels

PRIDE AT WORK CONVENTION
SEPT 12 -15, 2012
CLEVELAND OHIO
http://www.prideatwork.org/2012-convention/

Join Rochester- Finger Lakes Pride at Work today – we're fun, active and engaged in our labor community!
Contact Bess Watts at *besswhat@gmail.com* for more information.
www.prideatwork.blogspot.com or 'like' us on Facebook
Membership is $25.00 annually or $100.00 Organizational membership. Send to Pride at Work RFL, 167 Flanders St Roch 14619

PRIDE AT WORK AFL-CIO
ROCHESTER FINGER LAKES CHAPTER
RLC Delegates Report
October 11, 2012

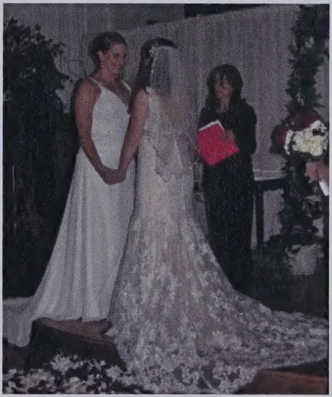
ROCHESTER–
FINGER LAKES
PRIDE@WORK
Lesbian, Gay, Bisexual,
and Transgender Labor and our Allies.

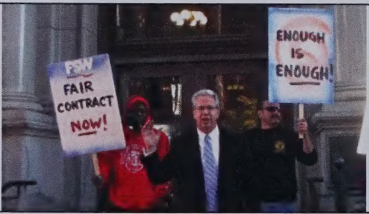
BOOTS ON THE GROUND
PRIDE@WORK
13-15, 2012

September 12 – 15 Rochester chapter members at the Pride at Work Convention holding apples to show support for the Chicago Teachers Strike. Pictured; Tom Privitere (PEF), Ove Overmyer (CSEA), Anne Tischer (Retired), T Judith Johnson (CSEA), Jonathan Edwards (FSW/CWA) and Jeanne Kennedy (Retired) photo by Bess Watts. The convention unanimously elected a new slate of Pride at Work officers to lead the organization for the next three years. Shane Larson (CWA) and Lori Pelletier (IAM) were elected Co-President; Shellea Allen (UNITE-HERE) and Gabriel Halaand (SEIU) were elected Co-Vice President; **Bess Watts** (CSEA/AFSCME) was elected Vice President of Organizing; Gregory J. King (AFSCME) was elected Treasurer; and Tiffany Heath (TNG-CWA) was elected Secretary.

Sept 24 Bess Watts attended the 'grant ceremony' at Monroe Community College featuring US Dept of Labor Secretary Hilda Solis.

Sept 14 - AFSCME President Lee Saunders joins the AFSCME GLBT Caucus at the P@W Convention




FSW
FAIR CONTRACT NOW!
ENOUGH IS ENOUGH!

Oct 9 -FSW Rally for a Fair Contract

October 11th is National Coming Out Day!

COME OUT
COME OUT
COME OUT
COME OUT
NATIONAL COMING OUT DAY

On **Sept 29th** P@W President Bess Watts attended her 12th same sex wedding since July 24th 2011 in Buffalo. This wedding was also attended by NY State Senator Tim Kennedy who voted for marriage.

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★ THEADVOCATE ELECTION COVERAGE ★
LANDSLIDE FOR EQUALITY

PRIDE AT WORK AFL-CIO
ROCHESTER FINGER LAKES CHAPTER
RLC Delegates Report
Nov 8, 2012

ROCHESTER–
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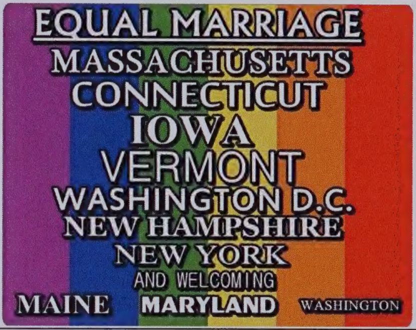
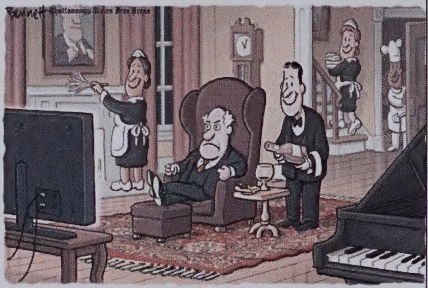
GAY RIGHTS ARE CIVIL RIGHTS
BLOW THE WHISTLE ON UNION BUSTING
FULL MARRIAGE EQUALITY
CONGRATULATIONS on your Marriage!

Nov 6 – Pride at Work President Bess Watts and Anne Tischer once again get to share "lessons learned" from our years of LGBT activism and unionism with the Protest & Public Opinion class of students taught by Mary McCrank at SUNY Brockport.


EQUAL MARRIAGE
MASSACHUSETTS
CONNECTICUT
IOWA
VERMONT
WASHINGTON D.C.
NEW HAMPSHIRE
NEW YORK
AND WELCOMING
MAINE
MARYLAND
WASHINGTON


Bennett Chattanooga Times Free Press

Election Night

Pride at work

Nov 1 - Pride at Work Secretary Dawn Lepard showing off her bag before our meeting at 140 Alex.

Ride for FREE on Election Day Nov. 6, 2012
VOTE

Your Vote Matters!

NEED A RIDE TO THE POLLS?

Call: CBTU at (585) 328-2250
or
288-GOTV (4688)

Pride at Work worked with CBTU on Get Out the Vote (GOTV) and volunteered to drive people to the polls – a great day!

Oct 18 - CSEA overwhelmingly passed the resolution supporting the Respect for Marriage Act and the resolution supporting Gender Expression Non-discrimination Act at their Annual Delegates meeting in Washington DC. Thank you CSEA!

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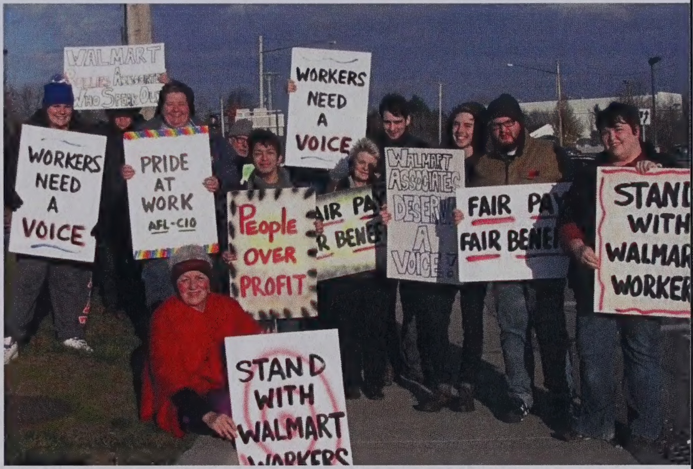
PRIDE AT WORK AFL-CIO
ROCHESTER FINGER LAKES CHAPTER

RLC Delegates Report

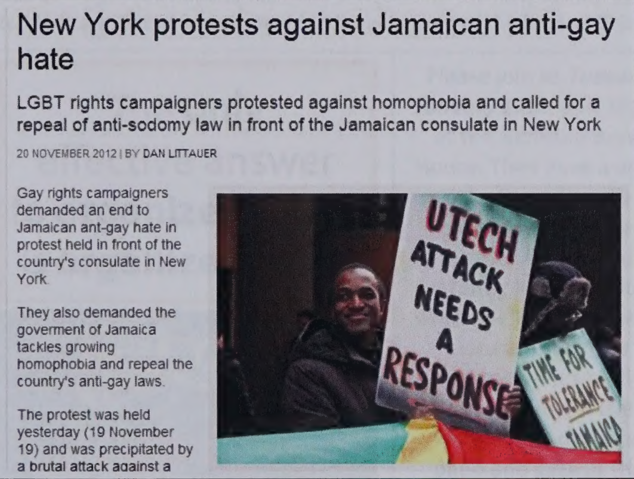
Dec 3, 2012

ROCHESTER – FINGER LAKES
PRIDE@WORK
Lesbian, Gay, Bisexual, and Transgender Labor and our Allies.


WALMART
WORKERS NEED A VOICE
WORKERS NEED A VOICE
PRIDE AT WORK AFL-CIO
People OVER PROFIT
FAIR PAY FAIR BENEFITS
WALMART ASSOCIATES DESERVE A VOICE
FAIR PAY FAIR BENEFITS
STAND WITH WALMART WORKERS
STAND WITH WALMART WORKERS

WESTGATE PLAZA
Walmart
STAPLES
RITE AID
FAIR PAY FAIR BENEFITS
STAND WITH WALMART WORKERS

Nov 21 – We stood with Walmart Workers on Black Friday in Chili.



New York protests against Jamaican anti-gay hate

LGBT rights campaigners protested against homophobia and called for a repeal of anti-sodomy law in front of the Jamaican consulate in New York

20 NOVEMBER 2012 | BY DAN LITTAUER

Gay rights campaigners demanded an end to Jamaican ant-gay hate in protest held in front of the country's consulate in New York.

They also demanded the goverment of Jamaica tackles growing homophobia and repeal the country's anti-gay laws.

The protest was held yesterday (19 November 19) and was precipitated by a brutal attack against a

UTECH ATTACK NEEDS A RESPONSE
TIME FOR TOLERANCE JAMAICA

RESPECT TRANS RIGHTS
NO MORE TRAN Victi
PRIDE AT WORK AFL-CIO
TRANS RIGHTS ARE HUMAN RIGHTS

Nov 24 - Rochester Trans Group organized a great Crosswalk Visibility March for Trans Day. A great day spent with some new activists as well as old friends!

First same sex wedding took place at West Point.

Time to renew your membership for 2013! Thank you.

We lost a true warrior for the working class, Jim Schmidt. He will be missed but his legacy will live on – our hearts go out to Denise Young and her family. We'll miss you Jim.

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A HAPPY NEW YEAR

PRIDE AT WORK AFL-CIO
ROCHESTER FINGER LAKES CHAPTER
RLC Delegates Report
Jan 10, 2013

ROCHESTER–
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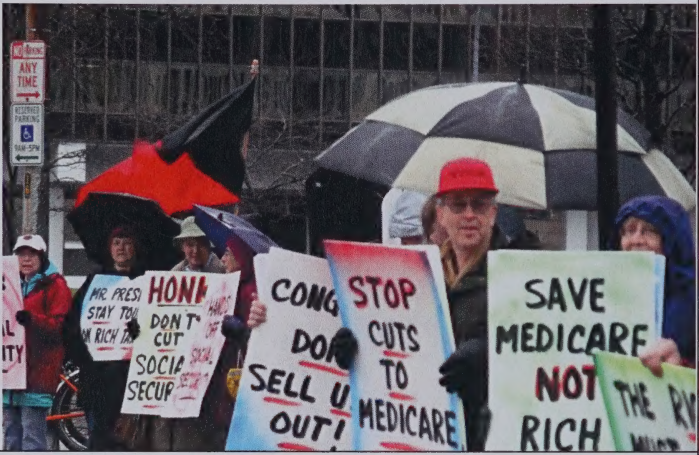
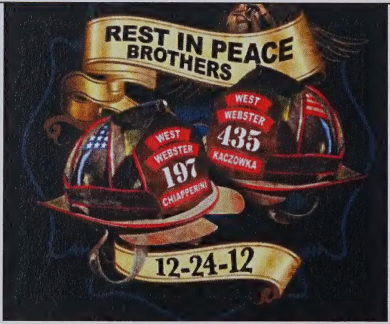
Lesbian, Gay, Bisexual,
and Transgender Labor and our Allies.


ANY TIME
MR. PRES STAY TOU
HONK
DON'T CUT SOCIAL SECUR
CONG DO SELL U OUT!
STOP CUTS TO MEDICARE
SAVE MEDICARE NOT RICH
THE R

Dec 10 – Signs provided to the Band of Rebels for the Rally to stop Cuts to Medicare, Social Security and Medicaid in front of the Federal Building

The only effective answer to **organized greed** is **organized labor**


REST IN PEACE
BROTHERS
WEST WEBSTER 197 CHIAPPERINI
WEST WEBSTER 435 KACZOWKA
12-24-12

Please join us ***Tuesday January 15th***, at 5:30pm at the Genesee Brew House. They have a wide selection of locally brewed suds and a smaller food menu featuring local favorites, which we'll sample while discussing chapter business. If it's really warm, we might even venture out onto the patio and gaze at the Genesee River.

Time to renew your membership for 2013! Thank you.

Dec 13 Above - photos from the Rochester Annual Delegates Dinner. Congratulations to all Award recipients!

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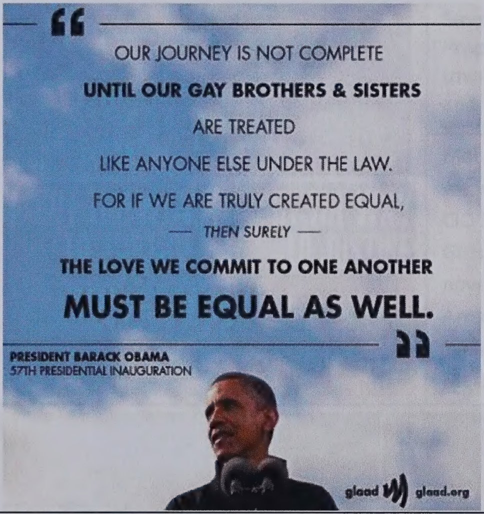
PRIDE AT WORK AFL-CIO
ROCHESTER FINGER LAKES CHAPTER

RLC Delegates Report

Feb 14, 2013

ROCHESTER–FINGER LAKES PRIDE@WORK
Lesbian, Gay, Bisexual, and Transgender Labor and our Allies.



"OUR JOURNEY IS NOT COMPLETE UNTIL OUR GAY BROTHERS & SISTERS ARE TREATED LIKE ANYONE ELSE UNDER THE LAW. FOR IF WE ARE TRULY CREATED EQUAL, — THEN SURELY — THE LOVE WE COMMIT TO ONE ANOTHER **MUST BE EQUAL AS WELL.**"

PRESIDENT BARACK OBAMA
57TH PRESIDENTIAL INAUGURATION

glaad glaad.org

FEDERATION OF SOCIAL WORKERS
"Monroe County Works Because We Do"
www.fsw-union.com

Jan 18 – Grand Opening for the new location of the Federation of Social Workers at 740 Driving Park #A.

Happy Valentine's Day

Jenny's best on ice
GENESEE

Pride at Work meeting at the Genesee Brew Pub.

Save the dates March 25 – 27 As the U.S. Supreme Court hears the Prop 8 & DOMA cases, the rest of America will come out to rally in their towns. Here in Rochester we are in the initial stages of planning an event on **March 26th**.

Feb 9 Pride at Work once again co-sponsored and took photos at the Red Ball Masquerade Community Dance. A good time was had by all. Pictured below is Pride at Work member Scott Fearing.

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PRIDE AT WORK AFL-CIO
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RLC Delegates Report
March 14, 2013

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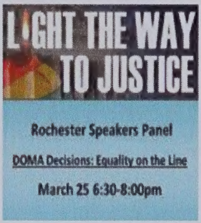
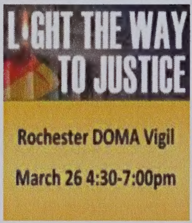
Lesbian, Gay, Bisexual,
and Transgender Labor and our Allies.


LIGHT THE WAY TO JUSTICE
Rochester Speakers Panel
DOMA Decisions: Equality on the Line
March 25 6:30-8:00pm


LIGHT THE WAY TO JUSTICE
Rochester DOMA Vigil
March 26 4:30-7:00pm

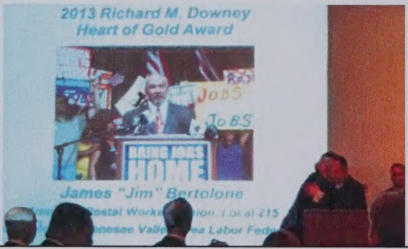
Save the dates March 25 – 26 As the U.S. Supreme Court hears the Prop 8 & DOMA cases, the rest of America will come out to rally in their towns. Here in Rochester we are having a Speakers Panel on March 25 and a vigil on March 26th at the Federal Building on State Street.

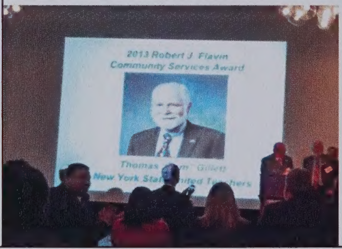
Mar 7 – At our monthly meeting we were joined by our NYS AFL-CIO Director of Constituency Groups Fareed Michelen who is now representing the Rochester Area. Fareed will be one of the speakers at the DOMA Vigil on March 26th.

The current National Executive Board of Pride at Work. We met in Washington DC on February **22 & 23**. Our next meeting will take place in July in Vancouver, Washington where we will also participate in a retreat.

ILR SCHOOL
KING-SHAW HALL

Feb 20 - Tom Privitere (pictured with Linda Donahue) and Bess Watts taught a class at Cornell on ***LGBT Workers in Unions*** as part of the course 'The Gendered Workplace'


2013 Richard M. Downey
Heart of Gold Award
BRING JOBS HOME
James "Jim" Bertolone


2013 Robert J. Flavin
Community Services Award

Feb 19 - Jim Bertolone receives the Heart of Gold Award and Tom Gillett receives the Community Services Award at the UCAN Dinner – Congratulations and well deserved!

March is Transgender Month of Action for Healthcare Equality

This action is a partnership among labor unions, trans and LGBTQ groups, and allies. We seek to educate our leaders and co-workers about who trans people are and the healthcare disparities the trans community faces.

Join Rochester- Finger Lakes Pride at Work today – we're fun, active and engaged in our labor community!
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PRIDE AT WORK AFL-CIO
ROCHESTER FINGER LAKES CHAPTER
RLC Delegates Report
April 11, 2013

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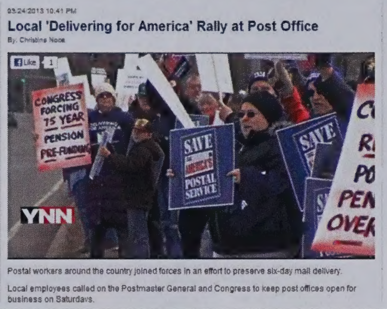
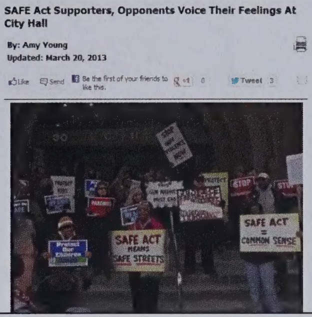

03/24/2013 10:41 PM

Local 'Delivering for America' Rally at Post Office

By: Christina Noce

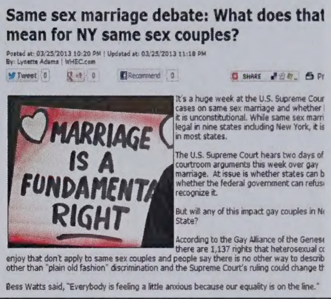
Postal workers around the country joined forces in an effort to preserve six-day mail delivery.

Local employees called on the Postmaster General and Congress to keep post offices open for business on Saturdays.


SAFE Act Supporters, Opponents Voice Their Feelings At City Hall

By: Amy Young
Updated: March 20, 2013

Like
Send
Be the first of your friends to like this.
+1 0
Tweet 3
SAFE ACT = COMMON SENSE
SAFE ACT MEANS SAFE STREETS


Same sex marriage debate: What does that mean for NY same sex couples?

Posted at: 03/25/2013 10:20 PM | Updated at: 03/25/2013 11:18 PM
By: Lynette Adams | WHEC.com

Tweet 0
+1 0
Recommend 0
SHARE
MARRIAGE IS A FUNDAMENTA RIGHT

It's a huge week at the U.S. Supreme Cour
cases on same sex marriage and whether
it is unconstitutional. While same sex marri
legal in nine states including New York, it is
in most states.

The U.S. Supreme Court hears two days of
courtroom arguments this week over gay
marriage. At issue is whether states can b
whether the federal government can refus
recognize it.

But will any of this impact gay couples in N
State?

According to the Gay Alliance of the Genese
there are 1,137 rights that heterosexual c
enjoy that don't apply to same sex couples and people say there is no other way to describ
other than "plain old fashion" discrimination and the Supreme Court's ruling could change th

Bess Watts said, "Everybody is feeling a little anxious because our equality is on the line."

For the month of March many photos and signs provided by our chapter appeared throughout the media, including the print editions of the Democrat and Chronicle and The Labor News.

March 24th – Rally to Save Saturday Delivery at the Main Post office in Rochester.

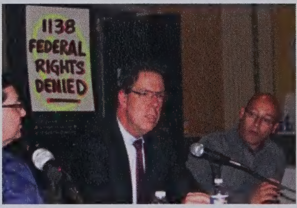
MY JOB DELIVERS
CONGRESS IS KILLING OUR POST OFFICE
KEEP 6 DAY DELIVERY NARFE CHAPTER 124
SAVE SATURDAY SERVICES
ISSA IS A CRONY CAPITALIST

SAVE AMERICA'S POSTAL SERVICE

Again this year Pride at Work members Dawn Lepard & Ryan Tucker have volunteered for C.A.S.H helping the community with tax filing and preparation.

Assemblyman Harry Bronson and Fareed Michelen from NYS AFL-CIO were among the speakers for the Light the Way to Justice Vigil in response to the Supreme Court arguments being heard on Prop 8 and DOMA on **March 26** in front of the Federal Building. Brighton Town Supervisor Bill Moehle and others participated on a panel discussion 'Equality on the Line' about the legal aspects of DOMA on **March 25.**

END DOMA NOW
LOVE WILL WIN
PROTECT ALL FAMILIES
IT'S ABOUT LOVE
VETERANS FOR MARRIAGE EQUALITY
1138 FEDERAL RIGHTS DENIED


1138 FEDERAL RIGHTS DENIED

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PRIDE AT WORK AFL-CIO
ROCHESTER FINGER LAKES CHAPTER
RLC Delegates Report
May 9, 2013

AFL-CIO
WE ARE ONE
www.prideatwork.org
PRIDE@WORK
Lesbian, Gay, Bisexual, and Transgender Labor and our Allies.
www.prideatwork.org
@prideatwork
on facebook "Pride at Work"
UNION YES!
PRIDE@WORK
UNION YES!

Apr 18 – 20 Washington DC for the LGBT Leadership Training: Over 25 leaders from the United States and Canada attended. President Bess Watts presented a workshop on Chapter Best Practices.

GAY ALLIANCE OF THE GENESEE VALLEY • THE EMPTY CLOSET

Jim Bertolone. Photo: Susan Jordan

Jim Bertolone was interviewed by Susan Jordan for the **May** issue of the Empty Closet.

Flowers are placed on the Workers Memorial on **Apr 29th.**

Pride at Work member Anne Tischer presents a class on effective activism to SUNY Brockport's 'Prejudice and Discrimination' class on **May 6th**.

Fareed Michelen with P@W Member Ove Overmyer attended Equality and Justice Day in Albany on **Apr 30th** where the main focus was lobbying for the passage of GENDA (Gender Expression Non-Discrimination Act). Also speaking to lobbyists is Assemblyman Harry Bronson

Metro Justice

Pride at work members attended the Metro Justice annual dinner on May 5th donating an 'Effective Visibility Training Class' to their silent auction.

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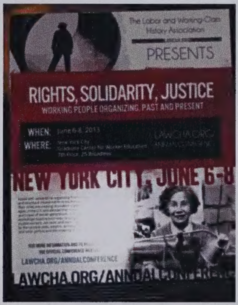
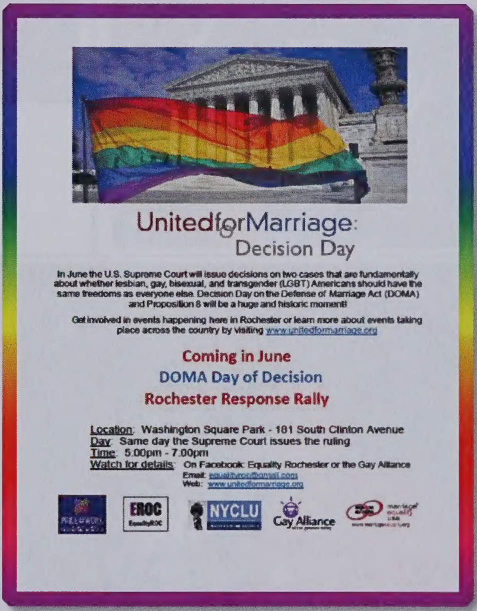
PRIDE AT WORK AFL-CIO
ROCHESTER FINGER LAKES CHAPTER

RLC Delegates Report

June 13, 2013

May 28 – (Left) A dozen of Rochester's veteran LGBT activists attended an in-district meeting with the local staff of Senator Schumer and Senator Gillibrand to express our dismay over the failure to include LGBT protections for bi-national same-sex couples in the immigration bill and to talk about the advancement of full LGBT equality. U.S. CITIZENS who are legally married in their state cannot sponsor their foreign spouse for citizenship. This denies current U.S. citizens equal protection under the law. We will continue to work with both Senators for full equality for LGBT citizens.


The Labor and Working-Class History Association
PRESENTS
RIGHTS, SOLIDARITY, JUSTICE
WORKING PEOPLE ORGANIZING, PAST AND PRESENT
WHEN:
WHERE:
NEW YORK CITY, JUNE 6-8
LAWCHA.ORG/ANNUALCONFERENCE
LAWCHA.ORG/ANNUALCONFERENCE



UnitedforMarriage:
Decision Day

In June the U.S. Supreme Court will issue decisions on two cases that are fundamentally about whether lesbian, gay, bisexual, and transgender (LGBT) Americans should have the same freedoms as everyone else. Decision Day on the Defense of Marriage Act (DOMA) and Proposition 8 will be a huge and historic moment!

Get involved in events happening here in Rochester or learn more about events taking place across the country by visiting www.unitedformarriage.org

Coming in June
DOMA Day of Decision
Rochester Response Rally

Location: Washington Square Park - 181 South Clinton Avenue
Day: Same day the Supreme Court issues the ruling
Time: 5:00pm - 7:00pm
Watch for details: On Facebook: Equality Rochester or the Gay Alliance
Email: equalityroc@gmail.com
Web: www.unitedformarriage.org

June 6 – 8 (above) ***Rights, Solidarity, Justice: Working People Organizing Past and Present.*** T. Judith Johnson, Donna Cartwright and Bess Watts participated in a discussion panel in New York City, facilitated by Linda Donahue and Phil Tiemyer 'Gaining Pride at Work: Queer Union Experiences'. **This month** is when the U.S Supreme Court will render their decision on the constitutionality of the so-called Defense of Marriage Act (DOMA) Regardless of the outcome there will be a rally at Washington Square Park on the Day of the Decision calling for full LGBT equality. (Flyer above)

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PRIDE AT WORK AFL-CIO
ROCHESTER FINGER LAKES CHAPTER
RLC Executive Board Report
July 8, 2013

After marriage: the future of gay rights

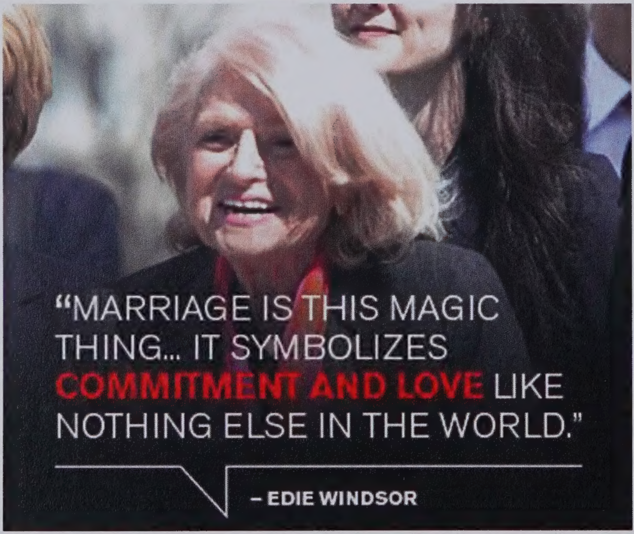
by Tim Louis Macaluso

DOMA ☐
ENDA ☐
FULL RIGHTS? NOT YET...
MARRIAGE... WE VOW TO FIGHT

PHOTO BY MATT DETURCK

Anne Tischer and President Bess Watts appear on the cover of City Newspaper on June **26th**. The issue focuses on next steps for LGBT activists after marriage.

June **17th** – Bruce Popper speaking at the Women's Equality Rally at the Susan B. Anthony Park in Rochester.


"MARRIAGE IS THIS MAGIC THING... IT SYMBOLIZES COMMITMENT AND LOVE LIKE NOTHING ELSE IN THE WORLD."
– EDIE WINDSOR

Thomas Warfield and VP Tom Privitere at the DOMA Rally on June 26th. Tom will be retiring this month from PEF but will remain with P@W because we will not let him go. Congratulations Tom and thank you for all your hard work over the years!

Join Rochester- Finger Lakes Pride at Work today – we're fun, active and engaged in our labor community!
Contact Bess Watts at *besswhat@gmail.com* for more information.
www.prideatwork.blogspot.com or 'like' us on Facebook
Membership is $25.00 annually or $100.00 Organizational membership.
Send to: Pride at Work RFL, 1354 Buffalo Road Rochester NY 14624

ROCHESTER–FINGER LAKES
PRIDE@WORK
AFL-CIO
Lesbian, Gay, Bisexual, and Transgender Labor and our Allies.

PRIDE AT WORK AFL-CIO
ROCHESTER FINGER LAKES CHAPTER

RLC Delegates Report

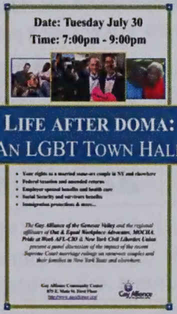
Aug 8, 2013

July 20 – Rochester Pride Parade

ROCHESTER WORKS BEST WHEN WE SAY...
UNION YES
PRIDE AT WORK
Rochester - Finger Lakes Chapter
AFL - CIO
Out and Organizing
GLBT RIGHTS ARE WORKER RIGHTS

August 3 – Puerto Rican Parade

PRIDE AT WORK AFL-CIO



Date: Tuesday July 30
Time: 7:00pm - 9:00pm

LIFE AFTER DOMA:
AN LGBT TOWN HALL

July 26 – Tom Privitere's PEF Retirement Party at ONE Restaurant

July 30 – P@W co-sponsored a forum about the impact of the DOMA decision.

LABORNOTES PUTTING THE MOVEMENT BACK IN THE LABOR MOVEMENT

August 05, 2013 *Supreme Court's Marriage Ruling Extends Benefits, Changes Lives* / Article by Bess Watts – www.labornotes.org and the August printed issue.

July 24 – 27 – National Executive Board meeting and retreat in Vancouver, Washington. Pictured are members of the NEB.

OREGON
PRIDE AT
AFL
LESBIAN, GAY
& TRANSGEN
Out and Organizing

NORTHEAST REGIONAL SUMMER SCHOOL FOR UNION WOMEN

July 22 - 38th Northeast Summer School for Union Women, sponsored by Cornell University in Ithaca. Participated on a discussion panel: "Raising Our Voice" and taught a workshop on "Signs of Solidarity: Visibility and Messaging".

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RLC Delegates Report
Sept 12, 2013

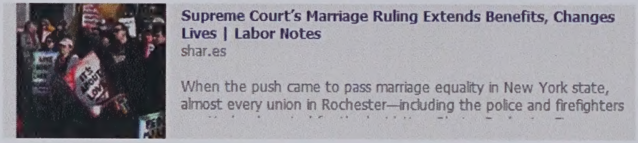
CBTU Region 1 Conference

Aug 17 Pride at Work presented a workshop on gay, lesbian, bisexual and transgender identities as well as being an ally. We showed a short video on Bayard Rustin, the key organizer for the March on Washington, who was also a gay man. Several people commented on how much they learned from the workshop.

July 20 Pride Parade & August 3 Puerto Rican Parade

LABORNOTES PUTTING THE MOVEMENT BACK IN THE LABOR MOVEMENT

Aug 5 Bess Watts' article was published in Labor Notes.



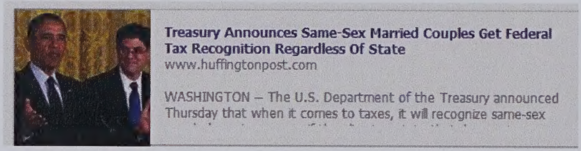
Supreme Court's Marriage Ruling Extends Benefits, Changes Lives | Labor Notes
shar.es

When the push came to pass marriage equality in New York state, almost every union in Rochester—including the police and firefighters

July 22 –the 38th Northeast Summer School for Union Women, sponsored by Cornell University in Ithaca. Bess Watts Participated on a discussion panel: "Raising Our Voice" and taught a workshop on "Signs of Solidarity: Visibility and Messaging" with Anne Tischer. (Below)

Sept 9 - AFL-CIO Amended their constitution to include gender identity and gender expression: "To encourage all workers without regard to race, creed, color, sex, national origin, religion, disability, sexual orientation, gender identity, or gender expression to share equally in the full benefits of union organization."

August 29



Treasury Announces Same-Sex Married Couples Get Federal Tax Recognition Regardless Of State
www.huffingtonpost.com

WASHINGTON – The U.S. Department of the Treasury announced Thursday that when it comes to taxes, it will recognize same-sex

July 29 - Anne Tischer represented our chapter at the Immigration Reform Strategy session in Albany New York. The meeting consisted of labor and community leaders who are working together to ensure that a clear road map to citizenship for the 11 million aspiring Americans is achieved.

NORTHEAST REGIONAL SUMMER SCHOOL FOR UNION WOMEN

JULY 20-25, 2013
CORNELL UNIVERSITY
ITHACA, NY

Cornell University
ILR School

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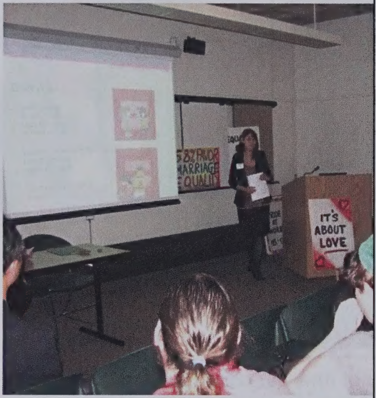
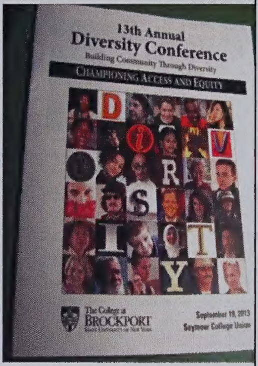
Oct 10, 2013



82% PRIDE
MARRIAGE EQUALITY
IT'S ABOUT LOVE



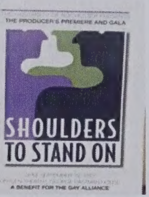
13th Annual
Diversity Conference
Building Community Through Diversity
CHAMPIONING ACCESS AND EQUITY

The College at Brockport
State University of New York

September 19, 2013
Seymour College Union

Dryden Theatre – *Shoulders to Stand On* premiere

Sept 19 - Close to a 100 people attended the workshop on *Marriage Equality and Inequality: Beliefs that Foster, The Impact on LGBT Individuals, and Creating Change* at the College at Brockport's 13th Annual Diversity Conference. Presenters: Dr. Jennifer Ratcliff, Bess Watts & Anne Tischer

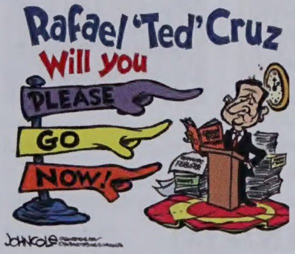


THE PRODUCER'S PREMIERE AND GALA
SHOULDERS TO STAND ON
A BENEFIT FOR THE GAY ALLIANCE

PEOPLE NEED JOBS NOT MORE WARS
HEALTHCARE NOT WARFARE

Sept 12 – Helped Band of Rebels & Metro Justice create signs for their next action.

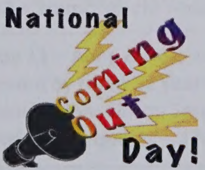
Sept 29 – A Sold out premiere of ***Shoulders to Stand On*** – A documentary of the LGBT Movement in Rochester. This has been 10 years in the making and will be available in DVD format and shown on PBS. Bess Watts, Anne Tischer, Tom Privitere and Ove Overmyer are in the documentary and talk about Pride at Work, Labor and marriage equality.



Rafael 'Ted' Cruz
Will you
PLEASE
GO
NOW!
JOHNCOLE

Oct 5 - US Soccer Star Abby Wambach married her longtime girlfriend In Hawaii

Save the Date! Labor Film Series – Kinky Boots Friday, Oct 11th 8:00 PM – it is also….



National
Coming
Out
Day!

Kinky Boots

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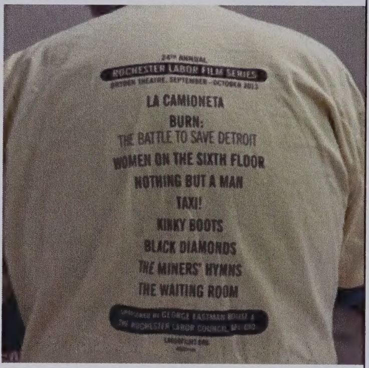
Nov 14, 2013


24th ANNUAL
ROCHESTER LABOR FILM SERIES
DRYDEN THEATRE, SEPTEMBER – OCTOBER 2013
LA CAMIONETA
BURN:
THE BATTLE TO SAVE DETROIT
WOMEN ON THE SIXTH FLOOR
NOTHING BUT A MAN
TAXI!
KINKY BOOTS
BLACK DIAMONDS
THE MINERS' HYMNS
THE WAITING ROOM
GEORGE EASTMAN HOUSE &
THE ROCHESTER LABOR COUNCIL, AFL-CIO

New York State
AFL-CIO

Oct 11th - Bess Watts, pictured with Jon Garlock introduced the movie Kinky Boots as part of the Labor Film Series at the Dryden Theatre in Rochester. The movie received rave reviews and the entire series was a success. The introduction can be read at the following link: http://laborfilms.org/kinky-boots/

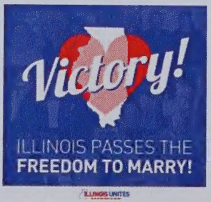
Oct 25th "ImageArt: I Do?! Panel Discussion on Marriage Equality and Art's Engagement with Social and Political Movements"

IMAGE ART!

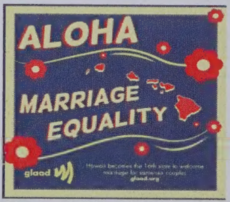
October 26th Courtney Michie, Pam Barres, Cooper Townsend & Anne Tischer (P@W), joined the New York Transgender Rights Coalition in Albany for a statewide strategy meeting. Attendees included Human Rights Campaign, Housing Works, Empire State Pride Agenda, and New York Civil Liberties Union and a broad spectrum of grassroots organizations hosted by NYS AFL-CIO.

October 25th Labor Relations in Changing Times panel discussion on *Employment Issues and Lesbian/Gay/Transgendered Workers* with Tom Privitere, Pride @ Work VP & Susan Woods, Henderson & Woods, Harry Bronson, Esq.

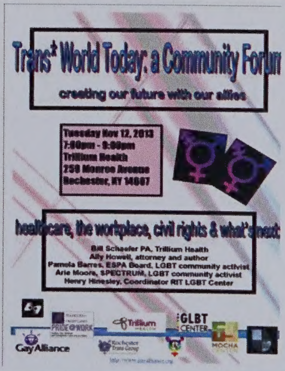
No. 16 - *Illinois*


Victory!
ILLINOIS PASSES THE
FREEDOM TO MARRY!
ILLINOIS UNITES

No. 15 – *Hawaii*


ALOHA
MARRIAGE
EQUALITY
glaad
Hawaii becomes the 14th state to welcome marriage for same-sex couples
glaad.org

Above **Nov 12** – Trans* World Today



Trans* World Today: a Community Forum
creating our future with our allies

Tuesday Nov 12, 2013
7:00pm - 9:00pm
Trillium Health
259 Monroe Avenue
Rochester, NY 14607

healthcare, the workplace, civil rights & what's next

Bill Schaefer PA, Trillium Health
Ally Howell, attorney and author
Pamela Barres, ESPA Board, LGBT community activist
Arie Moore, SPECTRUM, LGBT community activist
Henry Hinesley, Coordinator RIT LGBT Center

Gay Alliance
PRIDE@WORK
Trillium Health
Rochester Trans Group
GLBT CENTER
MOCHA

Oct 20th As a Community Partner of Image Out, Ryan Tucker, P@W Treasurer, introduced a movie and spoke about our organization.

IMAGE OUT

Girl Scouts.

Nov 11 – Anne & Bess were interviewed by three 12 year-old Girl Scouts from Clifton Springs about marriage equality – a first!

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